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Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Combined third, fourth, fifth and sixth reports of States parties

Guyana*

* For the initial report submitted by the Government of Guyana, see CEDAW/C/5/Add.63, which was considered by the Committee at its thirteenth session. For the second periodic report submitted by the Government of Guyana, see CEDAW/C/GUY/2, which was considered by the Committee at its twenty-fifth session. This document is being issued without formal editing.

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Reports of States Parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination Against Women

Guyana 1998 — 2002

This document represents the combined third, fourth, fifth and sixth reports for the years 1998-2002. The previous report represented the combined reports for 1992, 1994, 1996 and 1998.

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ACRONYMS

AG	Attorney General
APA	Amerindian People's Association
ASRH	Adolescent Sexual and Reproductive Health
BNTF	Basic Needs Trust Fund
CAFRA	Caribbean Association of Feminist Research and Action
CAREC	Caribbean Epidemiology Centre
CARICOM	Caribbean Community
CARIWA	Caribbean Women's Association
CCGEF	Caribbean Community Gender Equality Fund
CDO	Community Development Officer
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIDA	Canadian International Development Agency
CPCE	Cyril Potter College of Education
CSEC	Caribbean Secondary Education Council
DCU	Difficult Circumstances Unit
DFID	Department for International Development
ECLAC	Economic Commission for Latin America and the Caribbean
ERP	Economic Recovery Programme
EU	European Union
FPAG	Family Planning Association of Guyana
FPIA	Family Planning International Assistance
GAWL	Guyana Association of Women Lawyers
GBET	Guyana Basic Education Trust
GDF	Guyana Defence Force
GDP	Gross Domestic Product
GEAP	Guyana Education Access Project
GHRA	Guyana Human Rights Association
GRPA	Guyana Responsible Parenthood Association
GTI	Government Technical Institute
GUIDE	Guyana In-Service Distance Education
GUM	Genito – Urinary Medical
GWLI	Guyana Women's Leadership Institute
HIPC	Highly Indebted Poor Countries
IDB	Inter – American Development Bank
IDCE	Institute of Distance and Continuing Education
IEC	Information, Education and Communication
IICA	Inter-American Institute for Co-operation in Agriculture
ILO	International Labour Organisation
IMF	International Monetary Fund
MICS	Multiple Indicator Cluster Survey

MOE	Ministry of Education
NAPS	National AIDS Program Secretariat
NCW	National Commission on Women
NDI	National Democratic Institute
NDS	National Development Strategy
NIS	National Insurance Scheme
NRDC	National Resource and Documentation Centre
OAS-CIM	Organisation of American States – Inter-American Commission of Women
PAHO/WHO	Pan American Health Organisation / World He lth Organisation
PAP	Poverty Alleviation Programme
PDA	Prevention of Discrimination Act
PEIP	Primary Education Improvement Project
PHG	Public Hospital Georgetown
PRGF	Poverty Reduction and Growth Facility
PRSP	Poverty Reduction Strategy Paper
PSIP	Public Sector Investment Programme
PSM	Public Service Ministry
RWAC	Regional Women's Affairs Committee
RWAO	Regional Women's Affairs Officer
RWN	Rural Women's Network
SIMAP	Social Impact Amelioration Programme
SRH	Sexual and Reproductive Health
TVET	Technical and Vocational Education and Training
WAB	Women's Affairs Bureau
UNESCO	United Nations Educational Scientific and Cultural Organisation
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
YEST	Youth Entrepreneurial Skills Training

INTRODUCTION / BACKGROUND

SOCIO-ECONOMIC SITUATION OF GUYANA
1998 - 2002

Location

Guyana, the only English speaking country in the South American continent, is located 1° – 6° north and 59° west of the equator. As part of the Amazon Basin, it has one of the few remaining tropical forests which still houses large quantities of endangered species of flora and fauna.

Climate

Guyana therefore, enjoys a tropical hot humid climate suitable for commercial cultivation of tropical crops. This country experiences an average temperature between 24.3 degrees to 30.1 degrees centigrade, monthly rainfall of over 2006 millilitres and annual relative humidity of 71% minimum and 81% maximum.

Guyana's Neighbours

Guyana has long-standing territorial disputes with two neighbouring countries. On the eastern border, Suriname is claiming one-third of the country – the Corentyne Coast. On the western border, Venezuela is claiming 75% of the land area which has the majority of the country's natural resources. Brazil, located on the southwestern border, has no territorial dispute with Guyana. Presently, a road is being constructed from Brazil to Linden in Region 10 of Guyana, in order to facilitate the transhipment of goods to markets in the Caribbean and other countries.

Resources

Guyana has an area of approximately 216,000 square kilometres, endowed with a variety of economically viable resources such as fertile land, prime tropical forest, minerals, aquaculture, wild life consisting of some of the world's endangered species and natural habitats. On the flat coastal clay belt, which is about 4.5 metres below sea level, most of the agricultural activity occurs. This coastland is inhabited by 90% of the population. The interior locations are sparsely populated mainly with native Amerindian tribes.

The coastland is susceptible to flooding due to tidal changes and global warming. In order to protect the coastland from flooding, the Government has invested huge financial resources for the construction and maintenance of sea walls, sluices, canals, and drainage and irrigation systems. Hinterland communities experience flooding,

drought, forest fires and constantly suffer from infections caused by insects and water borne diseases.

Population

Guyana has a multi-racial population which, according to the latest available statistics (2001), totalled 777,125 comprising 382,889 males (49%) and 394,236 females (51%). During the period under review, the population had experienced less than 1% annual growth rate. Net migration averaged about 11 per thousand despite an average crude birth rate of 23 per 1000 and a crude death rate of 7 per 1000 persons. Therefore, Guyana remains under-populated.

Labour Force Participation

According to the Labour Force Survey of 1998, the labour force participation rate was 88% for males and 55% for females. The incidence of poverty is higher among women than men, especially among female heads of households. Women's low participation in the work force apparently contributes to the high incidence of poverty. In addition, many women provide unpaid labour in agricultural and family businesses.

Poverty

Although the 1999 Household Income and Expenditure Survey indicated a marked reduction in poverty since 1993, the incidence of poverty in Guyana is still unacceptably high. The survey revealed that 36.4 % of the population live in absolute poverty and 19.1% exist in a state of critical poverty. The highest incidence of poverty is found in the hinterland areas of Regions 1, 7, 8, and 9. On the coast, poverty is highest in the rural areas in Regions 2, 3, 4, 5, and 6.

The Economic Recovery Programme (ERP), the National Development Strategy, (NDS), the Poverty Reduction Strategy Paper (PRSP) and other policies were designed to improve the fiscal performance of the macro-economic indicators, but have not resulted in the eradication of poverty. Entities such as the Social Impact Amelioration Programme (SIMAP), the Basic Needs Trust Fund and the Government of Guyana Poverty Programme, implemented through the Ministry of Labour, Human Services and Social Security have been established to assist poor women and children. Special consideration is given to widows as a result of husbands committing suicide, abandoned women and children who have lost parents because of HIV/AIDS. The Ministries of Education, Housing and Health have also introduced programmes which aim to alleviate problems related to poverty which impact largely on women, particularly in their role as regards the welfare of children.

Funds for the Difficult Circumstances Unit in the Ministry of Labour, Human Services and Social Security provide assistance to women and their families in all the

Administrative Regions. In 2002, the Ministry, in collaboration with the Ministry of Education provided school uniforms valued at $31million to school children whose parents could not afford to send them to school. Also, Government has provided additional resources to strengthen the School Feeding Programme. In addition, the Amerindian Development Fund was established to assist the most vulnerable groups.

Gross Domestic Product

In 1998, GDP experienced negative growth of -1.8% but expanded by 3.0% in 1999. This turnaround of the economy was due to increased production in the agricultural sector particularly rice and sugar, in spite of disruptions created by the 55 day Public Service Strike during 1999.

By 2000, the economy contracted by 1.4%. Production in the agriculture, mining, construction and manufacturing sectors had declined. Guyana's economy recorded a positive growth of 1.9% in 2001. This was achieved in spite of the recession in the world economy and post-election developments that negatively affected business activity. It is envisaged that the annual growth will increase with the implementation of the macro-economic strategy as identified in the National Development Strategy 2001-2010.

Debt

In 1998, the external debt stood at US$1.5 billion. As part of the debt reduction initiative, the Government of Guyana has signed relevant agreements with the World Bank, the IMF and other bilateral agencies. Guyana is deemed to be a Highly Indebted Poor Country (HIPC) and is approaching completion point under the Enhanced HIPC Initiative. Negotiations and on-going discussions with multilateral and bilateral agencies resulted in Guyana being able to meet its debt service payments and provide support for programmes within the comprehensive framework for macro-economic, structural and social policies to foster growth and reduce poverty.

Since 2001, ongoing discussions on rescheduling of bilateral debt with Canada and OPEC countries have been taking place.

In 2002, the IMF Board approved a three-year credit under the Poverty Reduction and Growth Facility (PRGF) amounting to US$73 million or G$ 1.6 billion. Under the enhanced HIPC Initiative, the IMF granted US$5.4 million to assist Guyana to meet its debt service payments on its existing debt to the Fund. These funds were provided to support the PRGF programme, which is consistent with a comprehensive framework for macro-economic, structural and social policies to foster growth and reduce poverty.

Balance of Payment

During the period under review, the trade deficit fluctuated then generated a surplus in 2000. The decline during the period 1998 to 1999 was attributed to a decrease in production in the real sector. Falling commodity prices, high import prices for fuel and the September 11 disaster in the USA weakened the balance of payment position.

By 2000, the overall balance of payment experienced a turnaround from a deficit of US$4.4 million in 1999 to a surplus of US$17.1 million. The balance of visible trade declined further by US$13.6 million in 2001 while merchandise imports fell by US$584 million.

Inflation Rate

The inflation rate was contained to single digits through the implementation of prudent monetary and fiscal policies. The inflation rate in 1998 was 4.6%, which then increased to 11.9% in 1999 and slowed to 6.2% in 2000. It was restricted further to 2.6% in 2001.

Real Sector of the Economy

The basic problem is that Guyana's economy is too narrowly based and is not sufficiently diversified. Moreover, the country relies exclusively for its economic development on the production and export of raw materials. The manufacturing sector is still in many respects, embryonic. There are other underlying weaknesses in the economy, which remain rooted to a great extent in 19th century mode of production and export of primary commodities.

Sugar

Guyana's sugar is produced by a state-owned enterprise, Guyana Sugar Corporation (GUYSUCO) that owns 66,420 hectares of coastal land. It is the largest agricultural entity in the country. Sugar is export-oriented, contributes 16% of the country's total GDP and 30% of its agricultural GDP. As a large net earner of foreign exchange, it employs over 25,000 workers, about 10% of the labour force. Women number 1,530 or approximately 8% of this workforce.

Sugar production peaked in 1999 to 321,438 tonnes - the highest output since 1978 and subsequently fell short of projection to 284,474 tonnes in 2001. Initiatives are being taken to stabilise the industry.

Rice

The rice industry is the second most important agricultural industry in Guyana. Second to sugar in terms of foreign exchange earnings, it employs about 12,000 farmers and is a major source of income and employment in rural areas. It contributes approximately 20% of agricultural GDP, and 12% export earnings. Preferential access to overseas markets has led to significantly increased production in 1998 and 1999. After a brief decline in production due to inclement weather in 2000, production increased significantly despite the financial and other problems affecting the farmers. By 2001, rice yield had increased to 322.2 tonnes despite the financial and other problems affecting the farmer, many of whom owe huge debts to the commercial banks. Government's intervention and negotiation with commercial lending institutions on behalf of small farmers has saved a number of them from bankruptcy.

The rice industry faces many problems, threats and challenges. As part of the recovery effort, the Government embarked on a ten-year strategic plan which focuses on research to increase yield, producing higher quality rice, improved marketing and increased support services.

Forestry

The impact of the global economic crisis affected all the productive sectors. Asia serves as a major destination for our timber products. Recent currency depreciation there made our timber products uncompetitive and weakened the demand for them. As a result, output of forestry products fell by 24% in 1998. By 1999 forestry output rebounded and increased by about 12% or 498,400 cubic metres then again declined in 2000. In 2001, the demand for the product increased again to 435,551 cubic metres. Government is working with the operators in the forestry sector to expand their production and promote sustainable use of resources in an environmentally friendly manner.

Fisheries

The Fisheries sub-sector registered consistent growth during the period 1998-2002. This sector contributed 6% to GDP with annual export earnings increasing from G$2.4 billion in 1998 to G$5.9 billion in 2000. Several priorities were identified to boost the export of fish to the European Union and to meet the international standard for harvesting and protecting natural habitats.

Mining Sub-Sector

The mining sector makes an invaluable contribution to the country's economy. It accounted for an average of 15% of GDP during the period. The industry absorbs between 15,000 to 20,000 workers in the labour force.

The bauxite industry has been experiencing problems over the years. Several attempts were made to privatise the industry. These were not successful. At present, Government is seeking a new partnership to manage the bauxite companies, which provide a livelihood to many workers and their families from the bauxite communities of Linden, Ituni and Kwakwani.

Gold continues to be Guyana's highest value export commodity. Omai Gold Mines Limited is the only large-scale operation and produces an average of 300,000 ounces annually while local producers and Brazilian miners who were granted permission in 2002 to work in Guyana maintained an average of 110,000 ounces annually.

Construction

The construction industry is also a major contributor to the economy. The construction of public buildings, such as schools, country-wide has contributed to lessening the burden of poverty on women. In addition to the government's programme for the distribution of house lots, private sector and international agencies such as Habitat are providing valuable assistance for the construction of houses.

Manufacturing

Guyana is rich in commercially exploitable natural resources. In spite of this potential, however, growth in the manufacturing sector has been limited. The performance of the manufacturing sector slowed significantly in 1998 and contributed on the average, 10% to 12% of GDP. Through a combination of aggressive marketing techniques, greater processing capacity and increased use of modern technology by firms, the sector made a strong recovery in 1999 growing by 6.8%.

In 2000, production in the manufacturing sector declined by 13.9%. By 2001, beset by a range of problems including lack of adequate capital, managerial skills, technology, and post-election unrest, the sector showed marginal growth of 0.2%. The creation of export processing zones, construction of a deep water harbour and establishment of the Guyana/Brazil road are some of the strategies outlined in the National Development Strategy and other documents to boost the manufacturing sector.

Public Sector Investment Programme (PSIP)

The main thrust of the Public Sector Investment Programme (PSIP) over the last several years has been the rehabilitation and improvement of economic and social infrastructure. In 1998, about $10 billion or 68% of the capital budget was used to improve critical productive infrastructure. Following the negative effects of the El Nino weather phenomenon, which caused undue suffering to our Amerindian communities, a proportion of the funds under the PSIP was directed towards the rehabilitation and reconstruction of drainage and irrigation facilities.

Government will continue aggressively to improve the living conditions of the population by increasing PSIP allocations to the areas of education, health, housing, potable water supply and poverty alleviation. Through negotiations with financial institutions, loans and grants were secured to fund these projects.

A Housing Sector loan of US$30 million was obtained for infrastructural works in housing schemes. In addition, $1.8 billion received from the European Union and $5.4 billion under the IDB Low Income Settlement Project are expected to provide over 20,000 house-lots and establish 22 new housing schemes.

In order to improve the health status of the nation, budgetary allocations to the health sector increased from 5.9% in 1998 to 7.0% in 2001. Government will debate the National Strategic Plan for HIV/AIDS to deal with this pandemic. The cost of this project is estimated at $528 million. Vulnerable groups in the urban and rural communities will receive assistance from SIMAP 1, 2, 3 and the Basic Needs Trust Fund 2, 3 and 4.

Human Resource Development

Public servants were classified in the 1999 Household Income and Expenditure Survey as being in a state of absolute poverty. Adequate wages are essential to attract and retain qualified personnel in the Public Service while at the same time keeping its wage bill at a level that is fiscally sustainable. Significant increases to 2000-2001 in wages and salaries for Public Servants were awarded based on arbitration and the Armstrong Award. Government is currently undertaking with the assistance of the Inter-American Development Bank a Public Sector Modernisation Project aimed at designing a programme to bring the public sector to a state of greater efficiency and effectiveness.

Conclusion

The rates of economic growth in Guyana increased from -1.8% in 1998 to 3.0% in 1999. It then declined to -1.4% in 2000 and improved slightly to 1.9 in 2001. The economic difficulties are aggravated by political and racial tensions, evidenced by strikes and demonstrations, which now appear to be an integral part of Guyana's social and economic landscape. The resulting instability contributed to the decline of economic activity, economic growth and general economic development. With the implementation of some measures recommended in the National Development Strategy (NDS) and other policy measures, Guyana can attain higher rates of economic growth, alleviate poverty, diversify the economy and ensure equitable geographical distribution of economic activity for the benefit of all citizens.

Sensitisation programmes have led to some acceptance of women's contribution to economic development. However, it is not fully recognised that women in their

multiple roles, contribute significantly to the economic development of Guyana. Much of their work, in terms of their reproductive role, is unquantified, and therefore not included in the GDP. Facilitating their integration more fully into the economic development process requires greater attention.

It is imperative that government increases investment in women's capabilities so that current benefits achieved would be passed on to future generations. The onus is equally on women to improve their socio-economic status through their own creative initiative and effort.

ARTICLE 1

DEFINITION OF DISCRIMINATION

1. The Constitution Reform Commission concluded its review of the 1980 Constitution of the Co-operative Republic of Guyana in July 1999. The Committee agreed that there should be an enforceable fundamental right enshrined in the Constitution providing for non-discrimination on the basis of race, sex, gender, marital status, pregnancy, ethnic or social origin, colour, creed, sexual orientation, age, religion, conscience, belief, culture, language, birth or disability. A Bill to this effect was taken to Parliament.

1.1 Despite the Bill being tabled and passed by the National Assembly it has not yet been assented to by the President in order to become law. Concerns raised by some sections of society with respect to the area of discrimination pertaining to sexual orientation have delayed the completion of this process. The process will require a re-tabling of the Bill in Parliament, which is dependent on clarification and revision of some of the terminology. This situation is still unresolved.

1.2 The Constitution Reform Commission also agreed that several Human Rights Commissions are to be part of the Constitutional provisions. The establishment of the Rights Commissions, which include the Women and Gender Equality Commission, has not yet been effected. As a result of the political impasse between the government and the opposition, the opposition is not participating in parliamentary debate. The presence of the opposition is required for there to be the required two thirds majority. Dialogue, which has been called for to resolve the political situation, is of critical importance in creating an enabling environment for the establishment of the Rights Commissions. The National Commission on Women, which is within the Ministry of Labour, Human Services and Social Security, is still in existence.

ARTICLE 2

POLICY MEASURES

Article 2 (a) (Embodiment of Equality in the Constitution)

2a. The 1980 Constitution of Guyana has established the principle of Equality for women. Representation by women's organisations to the Constitution Review Commission in 1999 secured the establishment of the Women and Gender Equality Commission, one of the four (4) commissions to operate under the umbrella of a Human Rights Commission. The proposed amendments to the

Constitution establish as a fundamental right to every woman "equal rights and status with men in all spheres of political, economic and social life". The Bill provides that every woman "...is entitled to equal access with men to academic, vocational and professional training, equal opportunities in employment, remuneration and promotion and in social, political and cultural activity, by special labour and health protection measures for women, by providing conditions enabling mothers to work and by legal protection and moral support for mothers and children, including paid leave and other benefits for mothers and expectant mothers".

2a.1 Guyana continues as signatory to many bilateral international agreements, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women. However, there has not been a resolution of Guyana's position on the Optional Protocol to CEDAW. Discussions have been initiated by the Ministry of Foreign Affairs but the issue has not been pursued. Discussions on this issue are ongoing at the level of the Women's Affairs Bureau.

2a.2 The lobby by women's organisations before the Constitutional Review Committee of 2000 for increased representation by women in the Parliament was successful to a level of 31% representation resulting in a total of 20 women out of 65 Members of Parliament following the General Elections of 2001.

Article 2(b) (Prohibition of Discrimination through Legislation)

2b. There has been no further promulgation of legislation pertaining to the prohibition of discrimination. It is proposed to address recommendations calling for amendments, particularly in relation to the issue of paternity and maternity leave with benefits. The Ministry of Labour, Human Services and Social Security is to promulgate a national policy for maternity leave. This will be done through a consultative process with the private and public sector and women's groups. The National Insurance Scheme provides maternity leave and benefits for working women.

Article 2 (c) (Protection of Women's Legal Rights)

2c. The position of Ombudsman in the government structure has been maintained. Commissions have been established which have great significance for the national welfare, though their mandates are not gender specific in relation to the protection of women's rights. These Commissions are:

i) The Integrity Commission
ii) The Commission for Persons with Disabilities
iii) The Commission for the Elderly
iv) The Commission for the Rights of Children
v) The Family Life Commission

The National Commission on Women (NCW) and the Women's Affairs Bureau (WAB) with links to the Canada Caribbean Gender Equality Programme propose to formulate a programme based on recommendations emanating from a review of the legal status of women conducted in 1998. The Ministry of Labour, Human Services and Social Security, in consultation with the Attorney General's Chambers, has introduced an outreach legal service for persons in Region 2, a rural area. A legal officer attached to the Attorney General's Chambers pays regular visits to the Region providing legal services to residents. This is also intended to provide an avenue for addressing the legal concerns of women in the Region. A further initiative being proposed by the Ministry is the establishment of a legal aid entity within the Ministry and the appointment of a permanent legal officer to provide needed services. In June 2002, the Ministry of Labour and Human Services in conjunction with UNICEF conducted a pilot training programme on domestic violence for community leaders in Region 2. As a pilot project, this intervention is another measure to reduce the incidence of domestic violence.

2c.1 There continues to be under-representation in terms of the presence of women on statutory boards. The gender composition of some management boards is set out in Appendix I. These figures reveal that over the period 1998-2002 men dominated the positions on these boards.

2c.2 Since the passing of the Medical Termination of Pregnancy Act in 1995, one non-governmental agency has been established – The Family Planning Association of Guyana (FPAG). The Association has implemented a project to improve the reproductive health of Guyanese women through funds provided by Family Planning International Assistance. FPAG is also involved in the safe termination of pregnancy under the provisions of the Medical Termination of Pregnancy Act of 1995, as well as other reproductive health issues.

Article 2 (d) (Conformity of Public Authorities and Institutions)
Article 2 (e) (Measures to Eliminate Institutional Discrimination)
Article 2 (f) (Measures to Modify or Abolish Discriminatory Regulations and Practices)
Article 2 (g) (Penal Provisions)

The enactment of legislation has been regarded as an effective way of guaranteeing equality between women and men in Guyana. As has been reported, enforcement has posed a serious problem. Two factors are of significance in this regard:

i) Inadequate human and financial resources to operate the legal system.

ii) Some sections of civil society have demonstrated minimal interest in gender issues. The Women's Affairs Bureau, because of its own limited resource base, has not engaged in any serious advocacy, particularly with private sector agencies to reverse this situation. The Women's Affairs Bureau in its current work programme has, however, initiated discussion with the Guyana Association of Women Lawyers (GAWL) to identify legislation which should be abolished or amended.

A Select Parliamentary Committee was appointed in 1996 to review the Amerindian Act 29:01. A process involving community facilitators and other interest groups began in 2002. The new legislation is expected to be laid in Parliament in August 2003.

The Public Service Union has set up a mechanism to address complaints brought by its membership, many of whom are women, of discriminatory practices in the Public Service. The existence of cultural support for non-discriminatory practices and the need for attitudinal change at the level of interaction are some issues that this mechanism can address to remove negative stereotypes of women, particularly as members of the workforce.

ARTICLE 3

MEASURES TO ENSURE THE ADVANCEMENT OF WOMEN

3. Measures, which were instituted by the Government of Guyana during the period 1992 – 1995 and which were set out in previous reports, have continued to exist. The measures referred to are: the functioning of the National Commission on Women and the Inter Ministry Committee. It must be acknowledged that neither of these two bodies has as yet achieved its full potential. Their roles in eradicating inequities in gender relations are

nevertheless still valid. Efforts are continuing to ensure greater progress in achieving the stated goals.

3.1 Under discussion is an initiative to establish Regional Women's Desks in the ten Administrative Regions each with an appointed Regional Women's Affairs Officer (RWAO). The officer's mandate would be to address matters relating to women's concerns at the regional level. The post of RWAO would be an extension into the Region of personnel reporting to the Women's Affairs Bureau working in conjunction with the Regional Women's Affairs Committees. The aim of this initiative is to strengthen the implementation capacity of the regional mechanism for project and programme delivery to women in rural and hinterland communities and for dealing with issues affecting women.

3.2 The National Commission on Women has very recently been re-appointed. This Commission will work closely with the Inter Ministry Committee to improve the pace of promoting gender equality. The newly promulgated Constitution provides for the establishment of a Women and Gender Equality Commission as one of the four Commissions under the umbrella of a National Human Rights Commission. This was the response to the representation by the Women's Affairs Bureau and the Non Governmental Women's Organisations for an appropriate mechanism authorized by the Constitution, thus ensuring its existence supported by appropriate resources. This Commission has not yet been appointed.

3.3 The National Development Strategy (NDS) has been formulated and has been laid in Parliament. While gender concerns have been adumbrated in a specific chapter, the need for these concerns to be recognised and addressed in all relevant sector plans has been clearly stated in the strategy. The Women's Affairs Bureau is currently studying the strategy with a view to selection of appropriate action for policy and programme formulation and implementation.

3.4 The Guyana Women's Leadership Institute (GWLI) and the National Resource and Documentation Centre (NRDC) for Gender and Development, established under the "Building Capacity in Gender and Governance Project", are operating satisfactorily. These two agencies, with the Women's Affairs Bureau and some support from Non Governmental Organisations, have addressed some critical issues. These two mechanisms play a key role in the implementation of the National 5-Year Plan of Action for Women 2000-2004.

3.5 The NRDC functions as a vital information resource for issues pertaining to gender and to women and development and has as its focus, the promotion of gender equity. The Centre's activities include the development and maintenance of an up-to-date information service and networking with similar centres and women's organisations in the Caribbean, the wider Commonwealth

and the USA. It is also engaged in the publication of a quarterly newsletter and has produced a Directory of Women's Organisations in Guyana, a Directory of Women Parliamentarians, and a Current Awareness Bulletin. A publication on Women in Trade Unions is currently being compiled.

3.6 The GWLI has maintained its focus on capacity building, skills advancement and promoting gender awareness among Guyanese women. The primary objective of its programmes is the development of the personal and public leadership potential of women in order to enhance their participation in the decision making process at all levels of society. At another level the institute has facilitated networking and co-operation among women in the ten Administrative Regions of the country. Those who have benefited from the Institute's training programmes are women from rural areas, hinterland communities, women with disabilities and those involved in political, religious, non-governmental and youth organisations. Between 1999 and 2001 the Institute trained approximately 582 women in areas such as Gender and Development, Leadership, Business Management, Organisational Skills, Personal Development, Interpersonal Skills, Computer Skills and Job Skills. Over the period 1998-2001, 141 women were trained through the Institute's outreach programmes which provide training to women in rural and hinterland communities. These programmes take the form of seminars and workshops and have been effective in reaching out particularly to women leaders and those considered geographically disadvantaged. The current outreach strategy is expected to expand with a considerable increase in the number of participants. The Institute plans to intensify its efforts to include men in its gender sensitisation activities.

3.7 The Women's Affairs Bureau (WAB) continues to be engaged in a number of activities and programmes aimed at advancing the status of women.

- The WAB in the Ministry of Labour, Human Services and Social Security was the implementing agency for the component of the Poverty Alleviation Programme (PAP) in 1995 addressing women's poverty. Women's practical gender needs, for example, skills training and entrepreneurial skills, were addressed.
- The WAB continues to network with non-governmental organisations and the Regional Women's Affairs Committees in all ten Administrative Regions of the country to advance the status and promote the development of women. To this end, the Bureau conducted a number of activities and programmes during the period 1998-2002 which included co-ordinating events for the celebration of International Women's Day and International Day Against Violence Against Women.
- In collaboration with the NCW, the Bureau initiated several public discussions and consultations on legislative reforms pertaining to the status of women in Guyana. These were done in response to requests by organisations such as the ILO, ECLAC, CARICOM, IDB and CIDA.

- The Benefits of the NIS was the key topic of a seminar conducted by the Bureau to sensitise senior officers, including probation officers, from government ministries and agencies.
- Training sessions on preparation of budgets and programmes and a Plan of Action were held for representatives of the RWACs.
- Additionally, consultations and public discussions were held to review and amend the National Policy on Women and to examine the Prevention of Discrimination Act (PDA).
- As part of its outreach programme, a Youth Forum on Early Teenage Pregnancy was held in 2001 for youths from 13 secondary schools and the Youth Leaders Council. A similar forum was held in 2002 focusing on the issues of Career Guidance and Youth Empowerment.
- Through funding from the Canada Caribbean Gender Equality Programme, a Consultant has been retained to develop a programme for the institutional strengthening of the WAB.
- The Women's Affairs Bureau, in participatory mode, has formulated a plan to complement the existing 5 year National Plan of Action for Women with due regard to relevance in relation to content and geographic location.

3.8 A recent initiative which facilitates the advancement of women was the establishment of a Difficult Circumstances Unit (DCU) within the Ministry of Labour, Human Services and Social Security providing food and financial aid to persons in difficult circumstances. Women, especially single parents who are more likely to face difficult circumstances, benefit significantly from this aid programme. In the latter half of 2001, 1333 persons benefited from disbursements by the DCU. Among these, 874 or 65.5% were women. Benefits include disbursements for business purposes, spectacles and funeral expenses. For year 2002 to date, the large majority of beneficiaries were women (636 or 76.2%) compared to men (198 or 23.8%). The assistance given helps to provide some stability to women in their attempts to support their families.

3.9 In 2000, the Government embarked on a programme for the preparation of a National Poverty Reduction Strategy. A Poverty Reduction Strategy Paper (PRSP) was developed based on a programme of nation-wide consultations launched in 2001 engaging individuals, agencies and non-governmental organisations. The PRSP has the status of a government policy paper. The Strategy addresses women's concerns. The Women's Affairs Bureau will need to mobilise women's groups to identify action, which can be implemented when the Strategy is launched. The institutional framework for designing the Strategy Paper recognised the need for involving women in the decision-making process, leading to a gender awareness approach in its consultations. The Women's Affairs Bureau will consider the PRSP in its future policy and programme formulation. Selecting relevant initiatives has not yet been done in the National Assembly.

3.10 The Institute of Distance and Continuing Education (IDCE) of the University of Guyana and Director of Public Prosecution's Office have been engaged in the conduct of training programmes intended to raise the awareness of the Police to their critical role in eliminating gender based violence. A Police Training Project under the auspices of the Canada-Caribbean Gender Equality Programme was executed over the period March 1998-April 1999. Gender sensitivity training workshops/ programmes and discussion sessions were held for members of the Police Force at all levels. A two-week training programme was conducted for 25 officers from all 7 divisions of the Guyana Police Force. The project aimed, *inter alia*, to develop an understanding and awareness of the Domestic Violence Act by the law enforcers. Resource persons for the training programmes were drawn from among key advocates from organisations operating in the domestic violence crisis support arena including Help and Shelter, Red Thread, the Women's Affairs Bureau and the National Commission on Women, as well as private consultants. This project is a signal achievement for Guyana in breaking down defensive barriers and building collaborative mechanisms to deal with the pervasive problem of domestic violence. A number of other organisations including the Caribbean Association for Feminist Research and Action (CAFRA), the Guyana Human Rights Association (GHRA) and Help and Shelter have been engaged in facilitating gender sensitive training programmes targeting the police and other groups. The WAB has also conducted training for police and community leaders on gender based violence.

3.11 A formative step has been taken towards addressing legal and related matters pertaining to women with the recent establishment of a Gender Affairs Committee within the Guyana Bar Association.

3.12 The Guyana Police Force proposes to formally establish a mechanism to give direction to the Force's approach to gender based violence. Personnel will be specifically assigned to deal with cases of domestic violence reported to the police.

3.13 The Mothers Union Organisation of the Anglican Church in Guyana plays a pivotal role in enriching the lives of women socio-culturally. It does this through the promotion of a number of social activities for its membership at the church, regional and national levels. Additionally, the organisation provides day care facilities for working mothers, family life and HIV/AIDS counselling and leadership skills training. One example is the St. Marks Mothers Union in Region 6, a rural location, which operates a library service where young women and men can borrow books three days a week. Skills training programmes are conducted on a daily basis in needlework, craft, food and nutrition, cake decoration, computer studies and music. These programmes are felt to be impacting based on improvements in the quality of service given to the public by those women who operate snackettes, cake shops and market stalls.

3.14 The National Development Strategy is a major policy paper developed through joint partnership between the government and civil society to achieve national development. Developed through a consultative process, the strategy's objectives are to: 1) achieve sustainable growth rates; 2) reduce poverty; 3) achieve geographical unity; 4) ensure equitable geographical distribution of economic activity; and 5) diversify the economy. The gender issue is given recognition in the sectoral strategies outlined in this paper. In the education sphere, consideration is given to increasing access and generally enhancing the educational status of girls and women and incorporating gender sensitive material in the teacher training curricula. Among the objectives for the employment sector is increasing employment and self-employment for women particularly in non-traditional areas and the creation of supportive working environments to help women balance their reproductive role with their role as members of the labour force.

3.15 In 2001, the Genesis Home for Women in Crisis and their children was taken over by the government due to difficulties encountered by the NGO responsible for its operations in keeping the home viable. The home has since been closed and alternative measures are being considered to alleviate the difficult situation of the women.

ARTICLE 4

TEMPORARY SPECIAL MEASURES TO ACCELERATE DE FACTO EQUALITY

4. Special welfare measures have been introduced by the government to provide economic and social support to the society as a whole but in the final analysis women are the key beneficiaries. These measures to a large extent affect single parents who are mostly female and female guardians. One such measure is the "Difficult Circumstances Unit", referred to earlier, which has been established within the Ministry of Labour, Human Services and Social Security under the Poverty Alleviation Programme. The Unit offers financial and food aid to individuals and families in difficult circumstances.

4.1 Similarly, the Ministry of Education has established a programme of financial assistance to parents of students registered for the Caribbean Secondary Education Council (CSEC) Examination. This is based on a means test and is available to parents countrywide. Material for uniforms and textbooks are also provided to school children at all levels of the education system. Similar assistance is given by the Ministry of Labour, Human Services and Social

Security. For the 2002/2003 school year the Ministry disbursed G$31.1M for uniform assistance.

4.2 The large community of Non-Governmental Organisations, such as the Guyana Relief Council, Food For the Poor and Beacon Foundation and religious bodies, also provides assistance to individuals and families. Cash donations, clothing and household effects, health care services, bursaries and scholarships to students are regular features of this assistance.

4.3 A Night Shelter was established in Georgetown, the capital city in December 2000 by the Ministry of Labour, Human Services and Social Security to provide a safe shelter and refuge for the elderly and itinerant street dwellers. Transportation services, a safe physical environment, meals, medical and material support and counselling services are offered to lodgers at the Shelter. Admission to the Shelter is open to all street dwellers regardless of gender, race or other characteristic, thereby providing a safe haven and alleviation of their unfortunate circumstances. The Shelter has capacity to accommodate approximately 150 lodgers.

4.4 The government has allocated $60.1 million for the establishment of a Depressed Communities Fund as a measure to enhance infrastructural development in areas classified as "depressed communities". These communities are Enterprise, Buxton, De Kinderen, and Metemeerzorg. The benefits from the infrastructural improvements in roads, water, drainage and electricity are expected to enhance the quality of life of residents, and ease the burdensome lifestyles to which women particularly are subject.

4.5 Through joint funding by the International Fund for Agricultural Development (IFAD), the Caribbean Development Bank (CDB) and the Government of Guyana, the Poor Rural Communities Project was introduced to focus on development initiatives in Regions 2 and 3, rural areas. The Project has as its target groups women, youth and Amerindians. The Community Initiative Fund, as a component of the Project, provides financial assistance to women interested in developing small micro enterprises. Women have also benefited from the allocation of funds for the construction or equipping of day care centres in the regions. One such day care centre is currently being constructed in Den Amstel in Region 3, a rural area.

4.6 A Drug Rehabilitation Programme was introduced in 1999 by the Ministry of Health that specifically focuses on women, youth and children. The Programme is administered through the Psychiatric Department of the Public Hospital Georgetown where treatment is given and counselling services provided. Seminars on Preventative Drug Education were held in Regions 6 and 10.

4.7 Through a collaborative effort between the University of Calgary/OLADE Project, the Guyana Energy Authority and the WAB, a 2-day workshop was conducted for women with the theme "Women in Energy and the Environment". The workshop was held in August 2002 and had the participation of women from the various Administrative Regions with the exception of Region 6.

4.8 The Ministry of Culture, Youth and Sport actively promotes equality for women in sport. In 2000, the Government of Guyana signed the Brighton Declaration for Equality of Women in Sport and Society.

ARTICLE 5

SEX ROLE STEREOTYPING AND PREJUDICE

Article 5 (a) (Measures to Modify Prejudicial Patterns of Conduct)

5a. There is still a predominance of behaviours and attitudes at all levels of society that support beliefs of the superiority of the male over the female. Women, however, out of economic necessity, continue to challenge such beliefs by adopting roles as household heads and providers for their families. Data from the 1999 Guyana Survey of Living Conditions indicate that 71% of household heads were male and 29% were female.

5a.1 Support for women engaged as active members of the labour force is evident in the expansion of child care facilities being offered by community based organisations and a number of private individuals. Day care centres are operated by local municipalities and by private individuals and NGOs and are monitored centrally by the Ministry of Education, the Ministry of Health and the local municipalities. The Ministry has commenced registration of day care centres and pre-school programmes through funding from UNICEF.

5a.2 In spite of efforts by the Education Ministry to modify sex role stereotyping through gender sensitive content in teaching material, women and girls continue to adopt traditional gender based education and career choices. Data from the University of Guyana reveal a continuation of male dominance in traditional male fields of study such as technology and agriculture and an over-representation of females in the social sciences and education. In 2000, a predominant majority of primary school teachers (82.1%) and general secondary teachers (62.8%) were females. One small step in changing occupational gender stereotyping was the conduct of a training programme by the Institute of Distance and Continuing Education in Non-Traditional Skill Areas for women in

three urban communities in Guyana. A total of 370 women participated in the programme funded by the IDB.

5a.3 Through the many HIV/AIDS awareness campaigns being promoted at the national level, females are presented with messages that depict the advantages of taking responsibility for their own sexuality and sexual behaviours. This may function as a measure to change perceptions of traditional male/female roles and expectations in the arena of sexual conduct.

5a.4 The scourge of domestic violence against women persists as a physical manifestation of males imposing their perceived superiority. Women continue to be victims of physical, emotional and sexual abuse in Guyana. Reports from the Guyana Police Force indicate that there were 627 complaints of domestic violence made to the police during 2001 and 591 made in 2002 to date. The majority of complaints come from females, from rural communities, and the majority of abusers are husbands or reputed husbands. The number of charges against abusers is however negligible. In 2002, nine (9) females and two (2) males were killed as a result of domestic violence.

5a.5 The alleviation of domestic violence is accorded high priority at the governmental, donor agency and NGO level and a number of initiatives emphasise measures to reduce its incidence. The appointment of a Director of Social Services in the Ministry of Labour, Human Services and Social Security in 2001 is one such measure to strengthen the government's institutional capacity to deal with domestic violence and other social issues. The Ministry is moving to have qualified social workers, who accompany victims of domestic violence to court to assist in presenting their cases, be appropriately trained and licensed to perform this role. The Canadian International Development Agency (CIDA), as part of its Guyana Police Force's Training for Trainers Project on Domestic Violence, donated equipment to the value of G$3.9M to better equip the Force to deal with the issue of domestic violence.

5a.6 Other achievements in the effort to reduce violence against women have been reported as follows:

- ongoing training of GDF members, an extension and expansion of Help and Shelter crisis counselling activities and court support services
- a National Strategic Planning Meeting held for critical government and NGO agencies engaged in implementing the Domestic Violence Act
- the conduct of 10 participatory, community-based education workshops on the Domestic Violence Act in selected urban, rural and hinterland areas
- the production and distribution of 10,000 copies of the user-friendly "Household Guide to the Domestic Violence Act" by Red Thread including distribution to the Guyana Police Force

- identification of gaps in the Domestic Violence Act and recommendations for steps to be taken for its effective implementation by the National Commission on Women in the document "Monitoring the Legal Status of Women" (1998)
- a successful CCGEF/UNICEF/UNIFEM sponsored campaign on a "Life Free of Violence" in 2000/1 which received much media and police support
- increased participation of men/male activists in the fight against violence against women and children through strengthening of the Men Against Violence Against Women Committee
- the dissemination of a bi-lingual booklet on alcohol abuse and domestic violence in Amerindian communities
- involvement of 60 Amerindian Women Leaders from all hinterland regions in a seminar session on Domestic Violence facilitated by Help and Shelter and Red Thread.

Article 5 (b) (Promotion of Family Life Education)

5b. The Family Planning Association of Guyana (FPAG) is collaborating with the Ministry of Health to implement Family Life Education Programmes. One such initiative is a counselling programme which FPAG conducts in some communities of Georgetown. The program is funded by FPIA of America. Counselling is also done in accordance with the Termination of Pregnancy Act and other family planning methods used by FPAG. Termination cases are reported directly to the Ministry of Health on a monthly basis.

5b.1 With the increase of HIV/AIDS and the high incidence of drug and alcohol abuse, the Family Life Education Programmes also seek to put in place systems to address this not-so-new phenomenon. Other NGO's such as Lifeline Counselling provide a similar service.

5b.2 The Ministry of Labour, Human Services and Social Security and the AG Chambers are collaborating and have begun exploratory discussions on the introduction of a Family Court. The draft legislation has been prepared and is now ready to be taken to Cabinet.

5b.3 The Women's Affairs Bureau continues to provide counselling and advice to women who have family related problems. There has been some movement towards the strengthening of the Bureau's capacity to deliver these and other services with a 33.3% increase in its staff complement over the period under review.

5b.4 The United Nations Population Fund (UNFPA) in January of 2000 launched an Adolescent Sexual and Reproductive Health (ASRH) Project entitled "Project SOON" in four selected communities in Guyana. The project communities were

Beterverwagting and St. Cuthbert's Mission in Region 4, a coastal urban/rural region, Victory Valley in Region 10 which is urban/semi-rural, and Port Mourant in Region 6, a largely rural area. These communities were selected as a representation of the three major ethnic groupings in Guyana - East Indians, Blacks and Amerindians. The project aimed to promote positive sexual and reproductive practices and to impart life skills to young men and women aged 10-24 years in the four pilot communities. The major components of the 2-year project were: Information, Education and Communication; Advocacy; Provision of SRH Services; and Training for adolescents, peer helpers, community facilitators, parents and education and health personnel.

ARTICLE 6

PROSTITUTION

6. Although legislation exists for charges under the Criminal Offences Act, the prosecution of persons in violation of the legislation remains minimal. While there have been reported cases of increased activities in specific regions, law enforcement agents claim it is difficult to charge offenders. A preliminary study of the legislation indicated that there is need for radical change in the legislation pertaining to prostitution in Guyana. The WAB, in 2002, planned to organise a programme of discussions with relevant agencies on appropriate areas to be addressed for the proposed legislation.

6.1 The Ministry of Health closely monitors the sexual health of women engaged in prostitution who also have access to the Genito-Urinary Medical (GUM) Clinic at the Georgetown Public Hospital.

6.2 Youth Challenge Guyana, a youth NGO involved in community development initiatives in many of Guyana's interior locations, has succeeded in reaching some commercial sex workers in interior mining locations to disseminate HIV/AIDS awareness messages. The impact of their intervention has however not been ascertained.

6.3 Of concern to the Ministry of Labour, Human Services and Social Security is the practice of employment of young hinterland Amerindian girls on coastal locations, particularly in urban centres, many of whom have no documentation to verify their age. Many of the girls are subject to exploitation and abuse from employers and their clients and have little recourse in environments to which they are often unaccustomed. Consideration is being given as to whether the legal system is the appropriate channel for action to redress this situation.

ARTICLE 7

WOMEN IN POLITICS AND PUBLIC LIFE

7 While some rights have been accorded women through the Constitution and the electoral system, the opportunity for equal status in terms of numbers resulted after a strong lobby by women's groups. The number of women in Parliament increased from 12 (18.5%) in 2000 to 20 (31%) after the 2001 elections. (Appendix 2) There are now four (4) female ministers in comparison to 2 in 1997. The Deputy Speaker of the House is a female. The highest ranking position in the Judiciary, that of Chancellor, is held by a woman. One of the three Justices of Appeal is a woman. At present, there are three (3) female judges out of a total of 8 judges. Female magistrates account for 31% (5) of the existing 16 magistrates. Even though between 1998 to 2002 the number of female Permanent Secretaries increased from 3 to 4, they are still largely under-represented compared to their male counterparts, accounting for no more than 27% of the Permanent Secretaries. A similar trend exists at the level of Deputy Permanent Secretary (Appendix 3). The Governor (ag) of the Central Bank is a woman. Between 1998 to 2001 there were no female members of the Public Service Commission and the Police Service Commission (Appendix 4). Women are however highly represented on the National Commission on the Rights of the Child and the National Commission on Women. Public Service positions are held by a much higher percentage of women (62.1%) than men (37.9%). (Appendix 5). Within the Ministry of Education, 71.7% (667) of Headteachers in 2002 were women.

7.1 When the data on the gender distribution of salary bands in the Public Service are examined it was however found that women occupy a proportionately higher number of positions at the two lowest salary bands (67.4%) and far fewer at the two highest bands (18.1%). (Appendix 6) There is a proposed amendment to the Constitution which specifically provides that, " women's participation in the various management and decision-making processes, whether private, public or state, shall be encouraged and facilitated by laws enacted for that purpose or otherwise".

7.2 Within the Regional Democratic System there have been no female Regional Chairpersons during 1998 – 2002. (Appendix 7) Of the 10 Administrative Regions, there is only one (1) female Vice Chairperson and one female (1) Assistant Regional Executive Officer, both of whom are Amerindian. The proposal to hold Local Government elections during 2002 – 2003 has inspired a number of political parties and community groups to identify women for training in preparation to run for election on their respective councils. The National Democratic Institute, with funding from the USAID, is implementing this programme. In July 2002, the Guyana Bar Association in collaboration with the Guyana Association of Women Lawyers (GAWL) launched a three year OAS sponsored project for the training of women in and for decision making.

7.3 Women in Guyana continue to be actively involved in NGOs. The community of women NGOs expanded in size in 2001. One hundred and five (105) NGOs were recorded as a number of new ones have emerged since 1998. These organisations range from national to regional (CARICOM). The re-establishment of the Caribbean Women's Association (CARIWA) in Guyana is a welcome development as this organisation is expected to play a critical role in women's welfare. This regional organisation has indicated its willingness to work closely with the government to ensure that women's issues remain on the national agenda. Women continue to be underrepresented in the military forces.

ARTICLE 8

REPRESENTATION

8 There continues to exist no formal mechanism to prevent the representation of women at the national and international levels. Representation of women is *de jure* to the extent that there is an absence of discriminatory legislation or administrative practice pertaining to their representation. In practice, however, women are not adequately represented in top level decision making positions in relation to their presence in society, their high levels of academic achievement and their increasing participation in the labour force. Though women have improved their professional and technical status through educational endeavours, administratively they are still largely in the minority. There is, however, seemingly greater participation of women at the community level.

8.1 Data on the gender composition of Statutory Management Boards (Appendix 1) reveal the extent of male dominance at this level. With the exception of the Board of the Guyana Post Office Corporation and the Adoption Board, men account for the large majority of board positions. Women are similarly underrepresented in the private sector. There is only 1 female member of both the Private Sector Commission and the Board of the Consultative Association of Guyanese Industries, two leading private sector bodies.

8.2 With support from the government, Guyanese women continue to make significant contributions to the regional CARICOM integration movement and are represented at high level United Nations and other international meetings. The current Director General of the Ministry of Foreign Affairs is a woman. There is one female at the level of Ambassador.

8.3 Measures to promote the advancement of women in this sphere have included a National Democratic Institute (NDI) training programme for parliamentarians and women in local government. This programme was funded by USAID. The Guyana

Women's Leadership Institute (GWLI) in its training for leadership programmes has conducted training in organisational management skills for women. Training in Diplomacy is conducted on an ongoing basis at the Foreign Service Institute within the Ministry of Foreign Affairs. This is, however, not targeted to women specially.

ARTICLE 9

NATIONALITY LAWS

9. The 1980 Constitution provides for citizenship to be acquired by both male and female spouse. In this regard Guyana has fulfilled the requirements of CEDAW. The existing law pertaining to nationality has not infringed the Constitution and therefore there has been no need for any changes.

ARTICLE 10

EDUCATION

10. The Government of Guyana continues to be committed to the provision of equal opportunity for all Guyanese in the sphere of education. Education is provided at the nursery level, six years at the primary level, four to seven years at the secondary and three to four years at the vocational or tertiary level. Education remains free and compulsory for children aged 5 years 9 months to 15 years. Constitutional revisions have proposed, as a fundamental right, the provision of free compulsory primary and secondary education but this has not yet become law. Access to education is not circumscribed by considerations of gender. Boys and girls continue to have equal access.

10.1 The government undertook a review of the policy on education in 2000. Consideration has been given to adopting a more gender sensitive approach in school curricula. The draft policy document is available for discussion and comment.

10.2 Increased focus on the infrastructural dimensions of the education system is indicative of the government's ongoing commitment to upgrading educational facilities throughout the country. During the period 1998 – 2000, a total of 673 schools and post secondary institutions, especially in the interior areas, were constructed or rehabilitated through funding from BNTF, SIMAP, PEIP, Central Ministry and Regional Administrations. This current thrust has significantly transformed the physical landscape of the education system and provided more conducive learning environments. Complementing this development has been

the emergence of a number of fee paying private schools which has increased educational access and avails persons greater choices in their pursuit of an education. Some schools which have been established during the review period are the ABC Academy, Marian Academy, and La Premiere Academy. At the tertiary level, access to education has extended to other regions of the country with the establishment of a branch of the University of Guyana in the county of Berbice in 2000. Enrolment at this institution for the academic year 2000-2001 stood at 43 male and 91 female students. For the current academic year 2001-2002, there are 148 male and 131 female students. Vocational education continues to be provided at several institutions to both male and female students. One of the more established vocational institutions, the Government Technical Institute (GTI) with centres in Georgetown, Linden and New Amsterdam, opened a fourth centre in April 2002 in the county of Essequibo. Data from the GTI indicate that in 1998-1999, there was an enrolment of 1810 male and 645 female students.

10.2.1 The Ministry of Culture, Youth and Sport conducts a Youth Entrepreneurial Skills Training (YEST) programme which reaches and trains approximately 350-400 young people a year who have dropped out of school. Forty five percent (45%) of the students in its residential programme are from the interior and approximately 45% of all students are female. No gender bias is allowed in choices of skills training made by the boys and girls in the programme.

10.3 A student loan scheme is available to all students at the University of Guyana. Additionally, with funding from UNESCO, a Revolving Fund for students attending tertiary level, technical and vocational schools was established, with special consideration for ensuring girls benefited from the scheme. Girls attending tertiary level, technical and vocational schools were able to borrow sums of money from the Guyana National Cooperative Bank Trust Company to purchase needed equipment. The focus on girls was seen as an effort to address gender imbalances at these levels of the education system. Since its establishment in 1993, 47 girls have benefited from the fund.

10.4 Efforts are being made by the Ministry of Education to access funds to promote information technology skills among school children. A number of schools, especially the secondary schools in Region 6, a rural area, have computers for use by students. The Ministry of Education has also provided computers to the Paramakatoi Primary School and the Mahdia Secondary School, both located in interior locations. The Ministry of Education has taken a positive step to ensure that rural and hinterland communities benefit.

10.5 A special teacher-training distance education programme to improve the quality of education in the hinterland areas was introduced in 1999 and is continuing. The programme is funded by CIDA. Persons who complete this programme will

be deployed to schools in interior locations. The first batch of 116 students is expected to graduate from the programme in 2003. Boarding schools have been established in some hinterland locations, thus bringing educational facilities closer to the Amerindian population in the remote areas. Teachers from hinterland communities are given financial support while they are involved in teacher training outside their communities on the coast. Salary incentives are also given to teachers to encourage them to upgrade their training to the Bachelors level. Scholarships are given to coastland teachers who are willing to serve in the hinterland for three years after they graduate. The GBET programme was introduced to upgrade the educational level of persons who desired to enter the Cyril Potter College of Education (CPCE) for teacher training but who did not meet the entry requirements. This programme leads to the Teachers Foundation Certificate which provides entry to the CPCE.

10.6 Non governmental agencies continue to make a contribution to education at the national level. The Institute of Distance and Continuing Education of the University of Guyana, the Adult Education Association, the recently formed Forum for Life-long learning are all key players in the promotion of education as a life-long process. Special mention must be made of the Open Door Centre which was established in 2000 by the then Ministry of Health and Labour for persons with disabilities. This National Vocational Training Centre was co-financed by the European Union and provides education and vocational training in scientific, technical and commercial fields to facilitate the securing of employment and income generating opportunities. The Centre is a focal point for all matters pertaining to training and employment for persons with disabilities in Guyana and serves as a mechanism for reintegrating such persons into the productive sectors of the society.

10.7 Government faces a number of serious challenges in this area. There is a growing need for more formal attention to be given to social issues that affect the young student population and impinge on general performance levels. The problems of truancy, irresponsible sexual practices, abuse, drug use and violence have all infiltrated the school system. Measures to reverse the growing trend of truancy and the large number of drop-outs from the system are currently being implemented. The foundation has been laid with the recent launching of a campaign against truancy, an inter-agency approach co-ordinated by the Schools Welfare Department of the Ministry of Education. The Ministry of Labour, Human Services and Social Security, through the relevant agencies, is addressing the problem of a large and growing number of street children.

10.8 A recent upsurge in the level of resignations and migration of trained and experienced teachers, particularly from the primary and secondary levels, poses a significant threat to the education system. This draining of an already depleted human resource pool of educators can seriously compromise the quality of

education offered and undermine the significance of education as a mechanism for poverty reduction and the positive empowerment of our young men and women. Urgent measures are needed to circumvent this new development.

10.9 The need for young people and children to develop more acceptable social skills and for greater involvement of the school in inculcating strong moral and ethical values and norms and in promoting healthy life styles is now critical in national life. In addition to the need to improve literacy and numeracy, specific programming is required to eliminate, *inter alia*, all forms of discrimination at all levels of the society. Specifically in relation to discrimination against women and girls, the Ministry of Education through its policies and programmes, has made some movement towards a more gender sensitive approach to education. Its efforts to remove sex stereotyping from teaching material should however be reviewed to provide more positive images and effective messages about gender. Media messages, particularly in the form of advertising and entertainment, reinforce negative sexual stereotypes of women and run counter to any efforts to remove the stereotyping of women in the society.

10.10 The Ministry of Education supports an ongoing programme of orienting students in career guidance. Financial assistance is available to students from selected schools for training in technical and vocational fields. Technical and Vocational Education and Training (TVET) remains available to both men and women at a number of institutions among which are the Government Technical Institute, the Guyana Industrial Training Centre, the Guyana School of Agriculture, and the Carnegie School of Home Economics. A Learning Resource Centre was opened in Region 3 in 1999 providing educational opportunities for rural women. Learning Resource Centres also exist in Regions 4, 6, 2 and 10. The services of the Guyana In-Service Distance Education Programme (GUIDE) have been utilised mainly by females, who, since its introduction, comprise between 90-95% of the enrolment.

10.11 There is little disparity between males and females in relation to participation in the education process at the nursery and primary levels. During the period 1998-1999 and 1999-2000, the Ministry of Education's statistics reveal that males slightly outnumbered their female counterparts in enrolment at these two levels. The reverse occurred at the secondary level where enrolment was higher for females than males. In 1998-1999, of a total of 3339 drop outs at the primary level, 1758 (52.7%) were males and 1581 (47.3%) were females. In 1999-2000 a similar trend existed with 1846 (51.5%) of the 3585 drop outs being male and 1739 (48.5%) female. At the general secondary level in 1998-1999, there was a total of 1516 drop outs, 696 (45.9%) males and 820 (54.1%) females. Career choice patterns still largely reflect gender stereotypes as women continue to opt for traditional female dominated fields. Enrolment trends at the University of Guyana are a clear indication of this pattern. In 1998-1999 and 1999-2000,

females represented 77.6% and 70.4% of first year social science students respectively at this institution. Conversely, in the technology faculty, they accounted for a mere 6.8% and 7.6% over the same period. Women continue to dominate the fields of education (82.9% and 80.6% first year enrolments in 1998 and 1999 respectively) and health sciences (66.7% and 67.6%). This trend in education is further evident from data on the gender distribution of graduates of the Cyril Potter College of Education. Of the 2256 students graduating from CPCE between 1998 and 2002, 306 or 13.6% were male and 1950 or 86.4% were female. The same pattern is found throughout the CPCE's seven centres located in various Regions of Guyana. (Appendix 8)

10.12 As a result of international donor assistance, a major project (GEAP) has been implemented by the government to upgrade and rehabilitate the education system thus affording girls and young women and men the opportunity for increased access to a better quality of education. The Guyana Education Access Project's (GEAP) first phase was for the period 1999-2001. This project has provided significant support to the education system. The second phase is ongoing and is expected to end in 2003. This DFID funded project specifically targets Region 6 and Region 10 and has the following three core activities: improvements in school performance; enhancement of organisational and human resource capacity; expanded access and physical upgrading. The major sub-components of the project entail: literacy and numeracy enhancement; innovative technologies; teacher preparation and in-service training; student testing and continuous assessment; educational management and information systems; human resources development; institutional strengthening; and enhanced access and improved physical environments. This programme aims to contribute to sustainable socio-economic development and poverty reduction in Guyana by improving literacy and numeracy attainment during the primary cycle and expanding secondary access in underserved areas and poverty zones. Funding for the programme's three main components is as follows: the Improved School Performance Component funded to the amount of US$9.7 million for fundamental curricular and pedagogical reforms in literacy and numeracy from nursery to primary grade 4; Organisation and Human Resource Capacity Component with funding of US$3.47 million to finance actions that improve the management capability of the MOE to deliver quality educational services; and the Infrastructure Component to the amount of US$15 million to support universal secondary education by enlarging the stock of schools in communities where unmet need is highest.

10.13 The Institute of Distance and Continuing Education of the University of Guyana co-ordinated an IDB funded training programme "Non-Traditional Skills Training for Women" in three communities - Georgetown, Linden and Essequibo. A total of 370 women were trained in a variety of skill areas as follows: Automotive Services (25); Carpentry (50); Electrical Installation (120); Industrial

Maintenance (22); Masonry (97); Plumbing (17); Welding (39). The majority of the women trained were secondary school dropouts (322 or 87.0%) and between the ages of 18-40 (324 or 87.5%).

ARTICLE 11

EMPLOYMENT

11. Constitutional provisions in principle give women equal rights as men in all spheres of activity. Article 29 (1) of the Guyana Constitution provides for equality in education, training, employment, promotion, and remuneration. No laws have been amended during the period 1998-2002. It is proposed that this article be made into a fundamental right but this proposal is awaiting the approval of the National Assembly.

11.1 Data from the Guyana Survey of Living Conditions conducted in 1999 indicate that the labour force participation rate for men was in sharp contrast to women. The male ratio in 1999 was 76% compared to 39% for women. Compared to the labour force participation in 1992/93, the female ratio remained constant at 39% while the male ratio had dropped from 81%. On a positive note the level of unemployment had decreased from 12% in 1992/93 to 9% in 1999. The female unemployment rate in 1999 was reported at 14%, more than double the rate for men which stood at 6%. When the data were considered by household headship, it was found that in 1999, 87% of male household heads were working, 2% unemployed and 11% inactive. In marked contrast, 56% of female household heads were employed, 5% unemployed and 39% inactive or "formally outside of the labour force".

11.2 The Equal Rights Act of 1990 makes provision for equal pay for equal work. The Prevention of Discrimination Act of 1997 prescribes equal pay for work of equal value.

11.3 In 1999, poverty was found to be highest among rural interior and rural coastal populations. Seventy eight percent (78%) of the rural interior and 40% of the rural coastal population were deemed to be living in conditions of poverty. In 1999, it was estimated that 50% of women in Guyana lived in conditions of poverty and 29.7% of women heads of households were living in absolute poverty. This is according to the most recent assessment of poverty and living conditions in Guyana. The Poverty Reduction Strategy Paper and the National Development Strategy Paper have both given recognition to the fact that women account for most of the poor in Guyana. These policy documents are however not at the level of implementation.

11.4 According to the 1999 Survey of Living Conditions in Guyana, the services sector accounted for 44% of the occupations of the workforce followed by Agriculture, Hunting, Forestry and Fishing (28%). A significant decline was noted in public sector employment as a share of total employment from 17% in 1992/93 to 6% in 1999. Within the public service, women occupy a majority of positions. In 2001, 38.7% of the 9978 public service employees were male compared to 61.3% females. Any decline in employment in the public sector relates to the conditionalities of multilateral lending institutions. Nevertheless, this impacts negatively on the majority of women who occupy positions within the public service.

11.5 Women who are discriminated against on the grounds of pregnancy can appeal to the Ombudsman to have their cases addressed and utilise the services of the Legal Aid Clinic. They are also protected under the Prevention of Discrimination Act. There is a need for greater public education programmes to apprise women of the law and the courses of action available to them. There is no provision for mandatory maternity or paternity leave and this is often a source of discrimination, especially for women.

ARTICLE 12

HEALTH

12. Article 24 of the Constitution states that every citizen has the right to free medical care. Inequalities in access to health care are a burden to the poor. The Ministry of Health is examining ways of improving the delivery of services to these groups whose main health needs are, *inter alia*, nutritional problems, poor environmental health, vector-borne diseases and sexually transmitted diseases. The MOH offers services through a network of approximately 140 Health Centres and Health Posts at the primary health care level throughout the 10 Administrative Regions of Guyana. Government co-ordinates Maternal and Child Health (MCH) services in its primary health care programme. Agencies such as PAHO/WHO, UNICEF and SIMAP collaborate with the government to provide technical support for medical care services.

12.1 The core objectives of the health sector are to increase life span for all Guyanese, to reduce disparities among social groups, to improve the population's access to health care and the quality of the care offered and to ensure that health services are provided at affordable cost. Towards attaining these objectives particular attention is being given to primary health care and the promotion of preventative health measures.

12.2 The Ministry of Health is developing a programme addressing gender specific health issues such as reproductive health, the impact of STDs and HIV/AIDS, cancer, poor nutrition, and maternal morbidity and mortality. Gender sensitivity analysis is also being included in the planning, implementation, monitoring and evaluation of all health programmes. Information systems are being designed to provide adequate gender-differentiated information in support of policy and decision making processes.

12.3 Government has continued to expand and upgrade its health network and facilities across the country. Health care in Guyana continues to be provided by government, parastatal, private and non-governmental organisations. Support is also given by donor agencies PAHO/WHO, EU and the IDB in the provision of health care in Guyana. The Central Government budget continues to be the main source of funding for the public health care system. Budgetary allocations for the health sector during the period under review increased from 5.9% of the National Budget in 1998 to 7.0% in 2001. Government health expenditure is expected to reach 5% of GDP by the end of 2002 and will increase steadily to 10% of GDP by the year 2010. There has been a mass recruitment of Guyanese health care workers by North Americans. The resulting lack of health care professionals will compromise the local health care services.

12.4 Social Workers and supporting agencies concerned with child welfare point out the need for Professional Psychologists to deal with some of the more complex problems facing individuals. Help and Shelter – a Non-Governmental Organisation and the Public Hospital Georgetown (PHG) have initiated a process of formalising a referral system for battered women who go to the Emergency Room of the hospital. The modalities and training for operationalising this system are still to be defined. The Maternal and Child Health Programme in the Ministry of Health is a preventative health service that targets particularly pregnant women and children less than five years.

12.5 Anaemia – Iron deficiency is a major problem in Guyana. In a Micro-Nutrient Study conducted in 1997, deficient haemoglobin levels were 29.9% in pregnant women; 20.8% in the 0-4 age group, and 15.5% in the 5-14 age group. This led to the initiation of plans for food and drug supplementation for children under five years and pregnant women. Pregnant women are encouraged to enrol at antenatal clinics by the 12th week of pregnancy. The aim is to monitor progress, identify high-risk conditions early and give appropriate care to facilitate safe motherhood. In 2001, the Ministry of Health reported that 2,274 or 24% of pregnant women had anaemia levels below 10 grams. In 2002, the Ministry of Health began publishing public service announcements about anaemia – iron deficiency. These announcements provide information for prevention and combating anaemia. Improper nutrition, which leads to many chronic diseases

such as obesity, hypertension, diabetes and cancer, is another serious area of concern for women.

12.6 A high proportion of all women in Guyana (81%) receive antenatal care from skilled health professionals. Women from interior locations (48%) are less likely to receive antenatal care from skilled health professionals, when compared to coastal urban women (90%) and coastal rural women (85%). The antenatal care programme which they receive provides the opportunity for them to recognise danger signs during pregnancy and delivery, to be immunised against tetanus, to learn about infant care and to be treated for existing complaints such as malaria and anaemia. Tetanus toxoid injections are given to women during pregnancy to protect infants from neonatal tetanus. Approximately 62% of women with recent births (year 2000) were protected against neonatal tetanus. Primary health care in Guyana is provided free by the government.

12.7 According to a Multiple Indicator Cluster Survey (MICS) conducted by the Bureau of Statistics in 2000, Guyana made substantial advancement in the reduction of maternal mortality rate. Eighty six percent (86%) of pregnant mothers were delivered by skilled personnel. Of those, 90% were from the coastal regions while 48% were from interior locations. All births in coastal urban areas were attended by skilled personnel. Seventy point six percent (70.6%) of the women surveyed were married, 9.9% formerly married and 19.5% never married. Sixty eight point seven percent (68.7%) had given birth during the survey period and 31.3% had never given birth. The study showed that more educated women are likely to have their children delivered with the assistance of skilled personnel compared to women with less education. Twenty three percent (23 %) of deliveries were done with the assistance of a doctor. However, of this proportion only 7% represented doctor assisted deliveries in interior locations. There was also a reduction in child mortality from 16 per 10,000 of the population in 1997 to 14.1 per 10,000 of the population in 1999, representing a decrease of 30.1%. In 1997, the infant mortality rate was 28 per 10,000 of the population. In 2000, this decreased to 21.9 per 10,000 of the population. Recent statistics from the 2000 MICS indicate that a majority of women who are married or in a union do not use any form of contraception. Contraceptive use is least prevalent among women from the interior. Women with no formal education are least likely to use any form of contraception.

12.8 Baby friendly hospital initiatives and breast-feeding are promoted at all hospitals and clinics. Mothers are encouraged to exclusively breast feed babies for four to six months. The primary aim is to decrease the incidence of childhood communicable diseases and malnutrition and strengthen the babies' immune system during the first years of life.

12.9 Approximately 83% of the population have access to potable water with minor variations between urban and coastal regions. Access to potable water is made possible through continuous investment by government in this area.

12.10 The World Food Programme has continued through the government's effort to intensify its feeding programme in schools. All nursery and primary schools benefit from this programme.

12.11 There are several other Ministries and Agencies which co-operate to provide support to the Ministry of Labour, Human Services and Social Security by reporting cases of child abuse and domestic violence, providing counselling services to victims and enforcing legislative action. Such agencies are the Ministry of Education, Ministry of Amerindian Affairs, Ministry of Home Affairs through the Police Force, Ministry of Legal Affairs, Ministry of Culture, Youth and Sports, Ministry of Health and Non-governmental Organisations such as Help and Shelter, Guyana Responsible Parenthood Association (GRPA), Guyana Association of Professional Social Workers, Guyana Red Cross Society, Red Thread, and the Family Planning Association of Guyana. Non Governmental Organisations, the GRPA, the Family Planning Association of Guyana and the Genito-Urinary Medicine Clinic (GUM Clinic) are mandated to provide family planning services and address reproductive health issues and concerns. GRPA runs a clinic and offers a telephone hot line service, face to face counselling, as well as training courses and seminars to schools.

12.12 The Family Planning Association of Guyana liaises with the Ministry of Health in providing termination of pregnancies and pre and post abortion counselling. Counselling is mandatory. The Medical Termination of Pregnancy Act was passed in 1995 legalising terminations conducted by registered doctors in approved hospitals. Payment is required for this service. In 2002, the Ministry of Health designated the Georgetown Public Hospital Corporation as the implementing body for the purposes of the Act. The Family Planning Association is a registered NGO, which offers this service at a nominal cost. Hospitals are required to compile termination of pregnancy forms in an effort to ensure that all terminations of pregnancies are reported to the Ministry of Health. The Ministry of Health has established a process for making information on termination of pregnancies available nation wide.

12.13 The Guyana Responsible Parenthood Association's Core of Community Volunteers work in Regions 3,4,5,6 and 10 to facilitate enhancement of sexual and reproductive health and family life. The main desired output of the Community Volunteer is to bring about change in the community by organising and facilitating sessions and meetings to discuss problems of sexual and reproductive health. Community Volunteers help communities to look for possible solutions to such problems and mobilise community members to take

necessary action to resolve these issues. The Family Planning Association of Guyana has a team of field workers in Region Four (4). The team handles sexual and reproductive health issues and concerns and distributes contraceptives in various communities of the region. There is an ongoing need for funding to aid the extension of the work of these agencies.

12.14 The number of reported AIDS cases among women of child bearing age (15-45) increased from 49 in 1998 to 118 in 1999. From 2000 to 2001, the number of persons infected with HIV increased by 42.5% from 100 to 248. Among these, the number of males increased from 52% to 54.8% and females, decreased slightly from 46% to 45.2%. In 2001, females therefore comprised approximately 45% of all HIV/AIDS cases. In the 15-24 age groups many more females than males were carrying the HIV virus. Women have become a vulnerable group due to poverty and unemployment. The leading number of HIV/AIDS cases fall in the 20-49 age group, with the largest number of cases in the 30-34 age group. In 2001, 1% of blood donors tested HIV positive. This is a reduction from the 1997 figure of 3.2%. Seven point one percent (7.1%) of pregnant women tested positive for HIV in 2001, up from 3% in 1995. The devastating implications of these statistics are not just limited to those infected but extends to families and to the society as a whole. Orphaned children, loss of financial support in the home, the depletion of the human resource base are among the many consequences of this epidemic for the Guyana society.

12.15 Guyana has drafted a new three-year National Strategic Plan for HIV/AIDS in order to provide a co-ordinated response to the HIV/AIDS epidemic. The plan is a multifaceted one which embodies the following:

- Programme Management
- Monitoring and Evaluation
- Information, Education and Communication
- Care and support
- Special Programmes

The Women's Affairs Bureau plans to mobilise women through NGOs and the wider civil society to collaborate with the National AIDS Programme Secretariat in the implementation of this multifaceted programme. The government has allocated additional financial resources to the health sector for the HIV/AIDS control programmes. Guyana is also actively involved in the CARICOM and UNAIDS initiatives to prevent the spread of AIDS. The National AIDS Programme Secretariat (NAPS) continues to co-ordinate the information, education and communication aspect of the National AIDS Programme. IEC intervention strategies employed include the use of NGOS to implement and conduct educational programmes for youths with an emphasis on peer education. Public activities, holidays and celebrations are used to promote awareness.

12.16 Through collaboration with CAREC – CTV, a programme was developed to increase public access to Voluntary Counselling and Testing (VCT) services as a key element of the National AIDS Strategy. Programmes are also targeting female commercial sex workers (FCSW) to ascertain the levels of HIV and other sexually transmitted infections among them in Georgetown. USAID has funded a programme involving six NGO'S to work on a Youth HIV/AIDS Awareness Project that targets three groups: out of school youth, mini-bus drivers and conductors, and youth in organised groups in Georgetown, Linden and New Amsterdam. There was significant female participation in the project exercises.

12.17 The National AIDS hotline now provides accurate information and referrals on HIV/AIDS issues. In 2001, the Ministry of Health developed a draft Prevention Programme aimed at reducing, if not totally preventing, mother to child transmission of HIV. The pilot project was introduced in Region 4 at 4 health centres and in Region 6, a rural area, at 3 health centres. The Ministry is projecting a 50% reduction of mother to child HIV transmission by the end of December 2002. HIV infected pregnant women are given the drug NEVIRAPINE. The Government has also embraced the introduction of the universal anti-retroviral treatment for HIV for general use by infected persons. The government is aiming to have this treatment reverse the disease in new cases. The Guyana Pharmaceutical Company has begun producing anti-retroviral drugs. Institutional provisions need to be made for vulnerable children such as those who are orphaned through the death of HIV infected parents. There is also need for more HIV/AIDS programmes specifically targeting women and adolescents. Within the last two years also, persons living with HIV/AIDS (PLWHAs) have established an NGO to provide support to other persons living with HIV/AIDS and their families.

ARTICLE 13

ECONOMIC AND SOCIAL BENEFITS

13 Though the majority of development initiatives by the Guyana government, the private sector and international entities are not gender specific in their focus, women have benefitted directly and indirectly in economic and social terms.

13.1 Within the public service, women are still in the majority and have benefitted from salary increases over the period under review. In 1999, the minimum wage stood at G$180,000 (US$1006) per annum or G$15,000 (US$84.26) per month. By 2002, it had increased to G$20,045 (US$105) per month. In spite of salary increases, high costs of living increase the burden women face in managing resources to provide for their families.

13.2 Women have been able to access loans, mortgages and credit from established lending agencies. One lending agency, the New Building Society, granted 3553 mortgages between 1998 and 2001, of which 1938 (54.5%) were to male and 1615 (45.5%) were to female recipients. The Institute of Private Enterprise Development has special loan arrangements for women. Between 1998 and 2000, of a total of 10,947 loans granted, 2714 or 24.8% were offered to men and 8223 or 75.2% to women. Loans are granted for various activities including food processing, manufacturing, dairy farming, agricultural production, micro-enterprise development and rural outreach programmes.

13.3 Benefits provided through the National Insurance Scheme (NIS) serve to offset the high costs of medical and other related services. Payments are awarded for old age pensions, and survivors, invalidity, disablement, funeral, sickness, maternity, death and injury benefits. Both male and female beneficiaries have benefitted from a 31.1% increase in the minimum rate for Old Age and Invalidity pensions and a 7.3% increase for all other pensions in 1999. The average amount paid to women as Maternity Allowance stood at G$27,221 in 1999 and the rate of Maternity Grant for the same period was G$2,000.

ARTICLE 14

RURAL WOMEN

14. The Government of Guyana is working to improve access of the rural poor to land, working capital, agricultural and other technologies and markets. A land reform strategy is being developed which will address the small sizes of land holdings of the rural poor. Currently, many of the rural poor occupy land that is leased from government. Persons are unable to obtain loans because such lands cannot be used as collateral. Land reform will allow Lessees who have beneficially occupied the same plot of land for periods of more than 15 years to convert to free hold. In 2000, the Government of Guyana through funding from the IDB embarked on the Low Income Settlement (LIS) Project, aimed at making large areas of land available to low and middle income households for housing construction. The LIS Project, executed through the Central Housing and Planning Authority of the Ministry of Housing and Water, is intended to benefit 21,500 households in rural and semi-rural communities and squatting settlements. Each household will receive a serviced titled lot.

14.1 Amerindians in Guyana comprise the Arawak, Akawaio, Carib, Makushi, Patamona, Wapisiano, Wai Wai, Arekunas and Warrau tribes. A survey done by the Ministry of Amerindian Affairs which was updated in 2001 showed that

the total Amerindian population was 73,735. This accounted for 7% of the total national population.

14.2 Amerindians generally earn a living by farming, peanut planting, fishing, hunting, and weaving/craft production. In Regions 8 and 9, women play a more dominant role in income generation for the family. The unemployment level in rural areas remains unacceptable. There is need for more skills training for rural populations, which will lead to greater economic sustainability.

14.3 Amerindian children have access to free education from nursery to secondary. Secondary schools are located at Mabaruma and Kumaka in Region 1; Waramadong in Region 7; and Aishalton, St Ignatius, and Annai in Region 9. These are hinterland locations. These secondary schools are equipped with dormitories and supplies to accommodate students who live in distant areas. A feeding programme is conducted at St Ignatius, Kumaka, Mabaruma and Annai Secondary Schools. New schools are being built in rural areas to cater for the educational needs of rural children. The University of Guyana Berbice Campus and the Institute of Distance and Continuing Education (IDCE) are also meeting the educational needs of those in rural communities among which there is a great percentage of women.

14.4 The UNICEF funded Escuela Nueva Project is geared to improve the educational curriculum in the hinterland regions and seeks to provide Amerindian students equal access to education. The project also encourages a philosophy of respect for children and their rights and involves parents and others in the local communities to participate in the development of educational priorities. It was implemented in 1993 and was divided into 2 phases. Phase 1 started in 1993 and was completed in 1998. Phase 2 started in 2000 and will be completed in 2005. These phases were introduced in pilot schools in Santa Rosa in Region 1; and Surama and Aishalton in Region 9. The Regional Chairman of Region 9 reported that the Escuela Nueva Project has had a significant impact on the students. There has not only been a change in their attitude from timid and subdued children to more confident individuals, but an improvement in examination performance in the pilot schools in Region 9. The project has generally been rated as being successful in training teachers and improving pupil performance.

14.5 A study conducted by the APA reveals that among the social issues affecting Amerindian women is the illegal sale of alcohol in Amerindian Communities as individuals violate the Amerindian Act. Equally relevant is the fact that Amerindians themselves traditionally produce and consume alcohol in their communities. Other concerns of Amerindian women include the underage prostitution of Amerindian girls and lack of equal education opportunities, inadequate access to land, low economic status, inadequate access to health

services in emergencies, poverty, poor diet and nutrition and rape. There is reportedly a high incidence of sexual abuse among Amerindian females.

14.6 Twenty-five (25) workshops were held in Amerindian communities from 1998 - 2000 by the Amerindian Peoples Association to educate residents about the rights of Amerindians. Community Capacity Building Workshops were held in Regions 1, 7, 8, 9 and parts of Region 2.

14.7 An APA Women's Conference was held in August 2002. This conference sought to address domestic abuse and the educational status of indigenous women in Guyana. The APA will focus on promoting the social, economic, political and cultural development of Amerindian communities in solidarity with each other and to promote and defend the rights of Amerindians. From 1998 to present, the APA sought to achieve this through workshops and consultations with the communities involved. At these workshops, it was reported that women were eager to participate in the decision making process. At the workshops, participants were educated on:

- The Amerindian Act
- Environment Protection Act
- International Legislation
- Mining Act
- The Right to Education, Health, etc.

14.8 Special programmes exist to improve the status of Amerindian people. There is a hinterland scholarship programme for Amerindians. The scholarships to secondary schools are awarded to Amerindian students on the basis of their performance at the Secondary Schools Entrance Examinations (SSEE). The need for technical and tertiary training is important. Thus students are enrolled at the Carnegie School of Home Economics and at the Government Technical Institute. From 1997 to 2002, the Government through the Public Service Ministry (PSM) has granted 18 Amerindians scholarships to the University of Guyana (UG) in the fields of:

a) Education
b) Agriculture
c) Geography
d) Biology
e) Haematology
f) Pharmacy
g) Forestry
h) Computer Science
i) Medicine
j) Civil Engineering
k) Art

Women are, however, under-represented in this scholarship programme at UG as figures show that 7 females as compared to 11 males have benefitted so far from the programme.

14.9 Two per cent (2%) to 5% of Captains in Amerindian Villages in Regions 1, 7, 8 and 9 are women. An average of 25-30% of the Councillors in these Regions are women. Region Seven has a female Vice-Chairman. In most Amerindian communities there are Village Councils which include women. Amerindian women have never been officially debarred from being elected to be touschanus (captains) of their village councils. A female Minister of Amerindian Affairs was appointed in 2001 for the first time in Guyana's history. There are two other female Amerindian Parliamentarians.

14.10 Amerindian women are increasingly educating themselves in diverse fields and are seeking leadership positions. An Amerindian People's Association was formed and is headed by women's activist, Jean La Rose. In 2002, Ms. La Rose won the prestigious Goldman Environmental Prize which is referred to as the Nobel Prize for the Environment. This was awarded for her work in organising and defending the rights of indigenous communities in Guyana.

14.11 The building of the Takatu Bridge in Region 9 provides easy access for trade and commerce between Guyana and Brazil, which will ultimately benefit women.

14.12 Amerindian women have increasing access to potable water in their communities. However, water supply does not reach their homes and many women have to fetch water some distance from their homes. In Region 9 there are two main sources of water supply. These are hand pump installations and windmills in communities. An El Nino Emergency programme was implemented in November 1998 by the Guyana Water Authority. The purpose of the programme was to provide potable water and assist in the El Nino drought in Amerindian communities. The El Nino programme, which was funded by the Inter-American Development Bank (IDB) and the Government of Guyana ended in March 2002. A programme of digging and rehabilitating wells in Amerindian communities was undertaken in Regions 1, 7, 8 and 9. Thirty three hand-dug wells and 13 drill wells were completed in Region 9. Also one well was dug at 72 Miles Potaro. Eight wells were dug at Monkey Mountain, Region 8, nine 6-inch wells were dug at Moruca Region 1, and 25 wells in Pomeroon, Region 2.

14.13 In 1995, in an effort to preserve Amerindian Culture, September was designated "Amerindian Heritage Month," and September 10, "Amerindian Heritage Day." During September, there are a number of activities highlighting Amerindian culture. In 2001, the first Miss Amerindian Heritage Pageant was held and involved young Amerindian women from all the Administrative Regions. Amerindian women are also the main organisers of and participants in other

leisure and national celebratory activities. These include annual Mashramani activities.

14.14 The Ministry of Amerindian Affairs created positions for 10 Community Development Officers (CDOs) in each region. One of these officers is a female from Region 2. These positions became effective February 1, 2002. CDOs work to provide a closer link between Amerindian communities and the Ministry of Amerindian Affairs. Their responsibilities include discussing issues with residents of Amerindian communities and assisting funding agencies and NGOs in the implementation of development projects in the communities.

14.15 The Rural Women's Network (RWN), whose membership is representative of fifty women's groups throughout the country, has completed a number of projects and activities of direct benefit to women in Guyana. Through funding from OAS/CIM it conducted four workshops on Small Business Management in Regions 2, 9 and 10. It is in the process of compiling a training manual and video on Small Business Management. The RWN promotes marketing opportunities for the products produced by rural communities at a national level by giving exposure to rural women producers at national forums such as GUYEXPO, an exhibition that showcases Guyana's manufacturing sector. It also gives assistance to poor rural households by distributing foodstuff collected from Food For The Poor. It successfully completed a project with the Commonwealth Youth Programme at Saxacalli in woodcarving, craft and sewing as well as two sewing projects with Courts (Guyana) Ltd. involving two women's groups from Lusignan and Agricola, a rural and a semi-urban community respectively. The women from these two groups were trained and received sewing machines. The organisation has been able to form a partnership with the Inter-American Institute for Co-operation on Agriculture (IICA).

14.16 Access to credit continues to be an area of concern for women, particularly rural women, and youth. To lessen this problem, the New Building Society has introduced a scheme of low interest rates for would-be homeowners. This is of benefit to poor and low income families. The Ministry of Labour, Human Services and Social Security proposes to continue the provision of credit facilities through the Revolving Loan Fund to be established under the Poverty Alleviation Programme. There is often wastage of agricultural produce from rural farming areas due to gluts or limited markets and processing facilities are also very limited in these communities. These factors exacerbate the conditions of poverty in many rural communities.

ARTICLE 15

LAW

15 The unstable political climate in Guyana has hampered the timely convening of the full National Assembly including both Government and the main opposition Members of Parliament. Consequently, the process of passing a number of pieces of legislation has been delayed. The legislation to be re-tabled includes strengthened equality and non-discriminatory provisions in favour of women. The appointment of members of the Women and Gender Equality Commission is also stymied because of this impasse. Enforcement of existing laws continues to pose a serious problem and there is still an urgent need for more work to be done to educate women about their existing rights. The Constitution Reform Commission had also recommended that Constitutional amendments and other legislative amendments be drafted in gender neutral language. Efforts are being made in this regard though much more has to be done.

ARTICLE 16

MARRIAGE AND FAMILY LIFE

16 There have been no changes in the Married Persons Property Act over the period 1998-2002. Working and non-working spouses are still not accorded the same rights in matters of division of property. Similarly there have been no changes in legislation pertaining to adoption procedures. The quantification of women's contribution to the family and home is gaining currency as an issue, though a controversial one.

16.1 The first draft of the Family Court Bill is in the process of being discussed and the Ministry of Labour, Human Services and Social Security has taken the lead in commencing consultations on the establishment of the Court.

16.2 No direct measures have been taken by the government to prevent the practice of forced or arranged marriages, which has traditionally been a characteristic of rural East Indian families particularly. This phenomenon appears to be on the decline based on general observations and this may be attributed to a process of re-acculturation of the East Indian family and its incorporation into the mainstream culture. Though the practice of arranged marriages in the traditional sense is lessening it exists within another context driven by economic motives and for migration and residency/citizenship purposes and is practised by all races.

16.3 A curriculum on Family Life Education was drafted and was adopted by the Cyril Potter College of Education (CPCE) in 2001 as part of its training programme. This can be seen as one positive measure in efforts to increase awareness about and strengthen the family in Guyana.

APPENDIX 1

Composition of Management Boards by Institution and Gender 1998 – 2002

	1998			1999			2000			2001			2002		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ministry of Finance Central Tender Board	4	-	4	4	-	4	4	-	4	4	-	4	4	-	4
Guyana Bank for Trade and Industry	5	2	7	9	1	10	8	1	9	8	-	8	9	-	9
Guyana Co-operative Mortgage Finance Bank	10	1	11	-	-	-	-	-	-	-	-	-	-	-	-
Guyana Co-operative Insurance Service	7	-	7	6	-	6	6	-	6	6	-	6	6	-	6
Guyana Broadcasting Corporation	9	1	10	11	2	13	8	1	9	8	2	10	8	2	10
Guyana Power and Light	5	1	6	5	-	5	5	-	5	5	-	5	5	-	5
Tourism Advisory Board	6	4	10	-	-	-	-	-	-	-	-	-	-	-	-
Guyana Post Office Corporation	5	4	9	5	6	11	5	6	11	6	5	11	6	6	12
Guyana Stores Limited	3	3	6	5	-	5	6	-	6	6	-	6	6	-	6
Adoption Board	2	4	6	2	4	6	2	4	6	2	4	6	2	4	6

Source: Ministry of Finance and the above institutions

APPENDIX 2

Members of Parliament by Gender 1998 – 2002

Year	Male	%	Female	%	Total
1998	53	81.5	12	18.5	65
1999	53	81.5	12	18.5	65
2000	53	81.5	12	18.5	65
2001	45	69.3	20	30.7	65
2002	45	69.3	20	30.7	65

Source: Parliament

APPENDIX 3

Top Government Officials by Gender 1998 – 2002

	1998			1999			2000			2001			2002		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Permanent Secretary	8	3	11	8	3	11	11	4	15	14	4	18	14	4	18
Deputy Permanent Secretary	12	2	14	12	2	14	12	2	14	15	3	18	15	3	18

Source: Office of Public Service Management

APPENDIX 4

Gender Composition of Service Commissions 1998 – 2002

	1998			1999			2000			2001			2002		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Police Service Commission	6	-	6	6	-	6	6	-	6	5	-	5	-	-	-
Public Service Commission	6	-	6	6	-	6	6	-	6	6	-	6	-	-	-
Teaching Service Commission	2	3	5	3	3	6	4	2	6	4	2	6	-	-	-
National Commission on the Rights of the Child	2	8	10	4	12	16	5	13	18	3	8	11	3	8	11

Source: The above Commissions

APPENDIX 5

Public Service Occupations by Occupational Category and Gender 2001

Occupational Category	Male %	Female %	Total No.
Administrative	46.2	53.8	675
Senior technical	50.4	49.6	871
Other Technical Craft Skilled	50.7	49.3	2686
Clerical and Office Support	21.9	78.1	2614
Semi Skilled Operatives and Unskilled	35.9	64.1	4722
All Occupational Categories	37.9	62.1	11568

Source: Office of Public Service Management

APPENDIX 6

Public Service Employees by Gender and Salary Band 2001

Band	Males	Females	Total
00	53	37	90
01	562	1234	1796
02	966	2170	3136
03	575	456	1031
04	555	707	1262
05	233	359	592
06	134	228	362
07	126	300	426
08	170	194	364
09	126	205	331
10	165	111	276
11	96	71	167
12	48	31	79
13	37	9	46
14	17	3	20
Grand Total	3863	6115	9978

Source: Office of Public Service Management

APPENDIX 7

Representation at the Regional, Local and Governmental Level 1998 – 2002

Regional Democratic Council

Year	Chairpersons			Vice Chairpersons		
	M	F	Total	M	F	Total
1998	10	-	10	9	1	10
1999	10	-	10	9	1	10
2000	10	-	10	9	1	10
2001	10	-	10	9	1	10
2002	10	-	10	9	1	10

Neighbourhood Councils

Municipal Mayors

	Chairperson			Vice Chairperson			Mayors			Deputy Mayors		
Year	M	F	T	M	F	T	M	F	T	M	F	T
1998	62	3	65	60	5	65	6	-	6	5	1	6
1999	63	2	65	60	5	65	6	-	6	6	-	6
2000	63	2	65	60	5	65	6	-	6	6	-	6
2001	61	4	65	61	4	65	6	-	6	6	-	6
2002	61	4	65	61	4	65	6	-	6	6	-	6

Source: Ministry of Local Government and Regional Affairs

APPENDIX 8

Trained Teachers Graduating from CPCE - 1998 to 2002

Centres	Male	Female	Total
Linden	17	171	188
New Amsterdam	29	243	272
Turkeyen	152	730	882
Vreed-en-Hoop	16	181	197
Anna Regina	32	187	219
Georgetown	37	379	416
Rose Hall	23	59	82
Total	306	1950	2256
Total Percentage	13.6	86.4	100.0

Source: Planning Unit, Ministry of Education

APPENDIX 9

Selected Socio-Economic Indicators – Guyana 1997-2001

INDICATORS	2001	2000	1999	1998	1997
1.0 NATIONAL ACCOUNTS AGGREGATES					
1.1 Growth Rate of Real GDP	1.9	-1.4	3.0	-1.8	6.2
1.2 GDP at factor cost (US$M)	571.8	596.9	593.6	601.3	626.5
1.3 GNP at factor cost (US$M)	522.8	552.6	524.6	545.1	552.8
1.4 Per capita GDP (US$)	737.9	773	770.3	777.5	808.3
1.5 Per capita GNP (US$)	674.7	715.6	680.8	704.8	713.2
1.6 Gross National Disposable Income (US$M)	672	716.6	668.5	705.6	717.9
1.7 Private Consumption as % of Gross Domestic Expenditure	47.5	43	41.1	43.9	40.6
1.8 Public Consumption as % of Gross Domestic Expenditure	19.6	23.8	22.7	19.1	18.7
2.0 EXTERNAL TRADE AND FINANCE (US$M)					
2.1 BOP Current Account Balance	-128.3	-109.2	-75.2	-98.5	-105.1
2.2 Imports of Goods and Non-Factor Services (G&NFS)	-755.7	-758.9	-728.3	-775	-708.8
2.3 Exports of Goods and Non-Factor Services (G&NFS)	640.6	658.6	672	688.9	637.4
2.4 Resource Balance	-115.1	100.5	-56.3	-86.2	-71.4
2.5 Imports of G&NFS/GDP (%)	-132.2	127.1	-122.7	-128.9	-113.1
2.7 Exports of G&NFS/GDP (%)	112	110.3	113.2	114.6	101.7
2.8 Net International Reserves of Bank of Guyana	187.2	178.4	126.8	122.2	149.9
2.9 External Public Debt Outstanding	1193.3	1192.0	1210.9	1496.5	1513.0
3.0 PRICES, WAGES & OUTPUT					
3.1 Rate of Inflation (% changed in Urban CPI)	2.6	6.2	11.9	4.6	6.8
3.2 Public Sector Monthly Minimum Wage in G$ (e.o.p)	20,045	19,000	15,000	11,445	8,804.4
3.3 % Growth Rate	5.5	26.66	31.1	30	20.0
3.4 Electricity Generation (in M.W.H)	504.6	476.9	443.2	431.2	390.4
4.0 POPULATION & VITAL STATISTICS					
4.1 Mid-Year Population ('000)	774.8	772.2	770.6	773.4	775.1
4.2 Population Growth Rate (e.o.p)	N.A	0.2	0.5	-0.2	0.1
4.3 Net Migration ('000)	-12.0	-11.1	-12.2	-10.3	-16.3
4.4 Visitor Arrivals ('000)	N.A	N.A	N.A	65.6	75.7
4.5 Crude Birth Rate (per 1,000 persons)	23.6	23.9	23.2	24.1	26.1
4.6 Crude Death Rate (per 1,000 persons)	6.6	7.24	6.6	6.5	6.8
4.7 Crude Marriage Rate (per 1,000 persons)	7.3	6.8	7.1	6.7	6.5
4.8 Infant Mortality Rate (per 1,000 live births)	N.A	29.0	25.6	22.9	25.5
4.9 Under 5 Mortality Rate (per 1,000 live births)	N.A	N.A	N.A	31.3	31.8
5.0 HEALTH AND EDUCATION					
5.1 Public Expenditure on:					
5.1.1 Education as % of National Budget	16.5	11.7	11.6	11.9	6.8
5.1.2 Health as % of National Budget	7.0	5.7	6.7	5.9	7.3
5.2 Number of Physicians per Ten Thousand Population	4.4	3.8	2.6	4.3	2.8
5.3 Number of Nurses per Ten Thousand Population	10.5	10.4	8.6	19.3	9.4
5.4 Number of Hospital Beds per Ten Thousand Population	42.4	42.5	42.6	42.3	38.8
5.5 Low Birth-weight Babies (<2500g.) as a % of live births	N.A	12.7	12.2	14.1	14.8
5.6 Severely malnourished	N.A	0.5	0.5	0.8	0.9
5.7 Moderately malnourished	N.A	13	12.9	15.6	15.5
5.8 Overweight	N.A	4.3	4.3	4.0	4.5

6.0 IMMUNIZATION COVERAGE					
6.1 1 year olds immunized against DPT (%)	85	89	83	90	88.0
6.2 1 year olds immunized against Measles (%)	92	85	87	93.3	82.0
6.3 1 year olds immunized against Polio (%)	90	80	83	90	88.5
6.4 1 year olds immunized against TB (%)	95	93	91	92.5	94.0
7.0 CRIME					
7.1 Reported Serious Crimes	3480	4149	3905	4423	3233
7.2 of which: Homicides	79	74	101	120	99

Source: Bureau of Statistics and Ministry of Finance

APPENDIX 10

Guyana Women's Leadership Institute – Training Statistics 1998-2001

Women Trained In Leadership (1999 – 2001)

	Session	Session	Session	Session	Session	
Status	1	2	3	4	5	Total
	(1999)	(2000)	(2000)	(2000)	(2001)	
Trained	124	206	113	99	40	582
Graduated	73	126	96	90	34	419

Women Trained In Outreach Programme (1998 – 2001)

Focus	Beneficiaries	Number of Women Trained
Food Preservation Techniques	Women from rural communities	29
Practical Skills	Women with disabilities	28
Gender Sensitization and Leadership	Women involved in political, youth, non-governmental and religious organizations	24
Leadership	Youth (Females)	60
Total		**141**

Source: Women's Leadership Institute, Ministry of Labour, Human Services and Social Security

APPENDIX 11

Ministry Of Labour, Human Services And Social Security
Difficult Circumstances Department

Assistance To Persons (July – December 2001)

Month	Male	Female	Total
July	33	41	74
August	73	144	217
September	39	132	171
October	116	236	352
November	34	145	179
December	164	176	340
Total	**459**	**874**	**1333**

2002	Spectacles	Business	Rehabilitation	Funeral	Imprest
Male	74	40	17	4	63
Female	269	208	21	18	120
Total	**343**	**248**	**38**	**22**	**183**

Source: Difficult Circumstances Department, Ministry of Labour, Human Services and Social Security

APPENDIX 12

IADB/IDCE NON TRADITIONAL TRAINING PROJECT
ATN/MH-5523-RG-3

Profile Of Graduates

No.	SKILL AREA	AGE GROUP			STATUS			ENTRY LEVE	
		18-30	31-40	41 & OVER	SINGLE	MARRIED	MOTHER	PRIMARY	SEC. DROI
1	AUTOMOTIVE SERVICES	13	9	3	19	6	22	0	
2	BASIC INDUSTRIAL MAINTENANCE	16	4	2	18	4	17	0	
3	CARPENTRY	29	11	10	40	10	35	0	
4	ELECTRICAL INSTALLATION	81	30	9	100	20	83	1	
5	MASONRY	41	37	19	68	29	80	0	
6	PLUMBING	9	7	1	16	1	12	0	
7	WELDING	24	13	2	35	4	26	0	
	TOTAL	**201**	**102**	**87**	**296**	**74**	**275**	**1**	

Source: IADB/IDCE

APPENDIX 13

IADB/IDCE
NON TRADITIONAL SKILLS TRAINING PROJECT FOR WOMEN
ATN/MH – 5523 – RG – 3

Breakdown Of Graduates By Cycles

No.	SKILL AREAS	CYCLES				
		1		2	3	TOTAL
		GEORGETOWN		LINDEN	ESSEQUIBO	
		GTI	GITC	LTI	ETI	
1	AUTOMOTIVE SERVICES	-	-	25	-	**25**
2	CARPENTRY	-	14	23	13	**50**
3	ELECTRICAL INSTALLATION	67	-	30	23	**120**
4	INDUSTRIAL MAINTENANCE	-	-	22	-	**22**
5	MASONRY	32	29	26	10	**97**
6	PLUMBING	17	-	-	-	**17**
7	WELDING	-	-	24	15	**39**
	TOTAL	**116**	**43**	**150**	**61**	**370**

Source: IADB/IDCE

APPENDIX 14

Education Statistics 1998 – 2000

Enrolment At Nursery, Primary & Secondary Level

Year	Nursery			Primary			Secondary		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1998/1999	18,380	17,832	36,212	53,617	51,703	105,320	16,309	20,467	36,776
%	50.7	49.3		50.9	49.1		44.3	55.6	
1999/2000	18,768	18,187	36,953	54,105	51,695	105,800	30,934	31,561	62,495
%	50.7	49.3		51.1	48.9		49.5	50.5	

Source: Planning Unit, Ministry of Education

APPENDIX 15

University Of Guyana Enrolment and Graduates By Sex 1998-2000

a) Enrolment of University Of Guyana Students By Sex 1998 – 2000

	1998/1999			1999/2000		
	M	F	T	M	F	T
Social Sciences	706	1473	2179	683	1618	2301
%	32.4	77.6		29.1	70.4	
Technology	410	30	440	400	33	433
%	93.1	6.9		92.4	7.6	
Agriculture	112	61	173	92	48	140
%	64.7	35.3		65.7	44.3	
Education	83	401	484	96	399	495
%	17.1	82.9		19.4	80.6	
Natural Science	325	292	617	310	316	626
%	52.6	47.4		49.5	50.5	
Arts	71	217	288	81	201	282
%	24.6	78.4		28.7	71.3	

Health Science	87	174	261	59	123	182
%	33.3	66.7		32.4	67.6	

NA – Not Available

Source: Planning Unit, Ministry of Education

b) University Of Guyana Graduates By Course And Sex 1998-2000

	1998/1999			1999/2000		
	M	**F**	**T**	**M**	**F**	**T**
Social Sciences	68	154	222	78	148	226
Technology	32	4	36	?	?	?
Agriculture	13	7	20	16	3	19
Education	12	42	54	10	55	65
Natural Science	21	25	46	16	14	30
Arts	11	22	33	8	26	34
Health Science	17	39	56	30	49	79

Source: Planning Unit, Ministry of Education

APPENDIX 16

Government Technical Institute

Technical Education - Enrolment By Sex - 1998/1999

Centre	Male	Female	Total
Linden	307	59	366
New Amsterdam	321	157	478
Georgetown	1182	429	1,615
TOTAL	1810	645	1460

Source: Planning Unit, Ministry of Education

APPENDIX 17

Employed Persons By Gender – Industrial Groups 1998

Occupation	1998	
	M	F
Agri/Hunting	56,143	5,702
Mining & Quarrying	13,289	1,098
Manufacturing	24,744	8,376
Electricity/Gas Water	2,755	642
Construction	9,533	225
Wholesale/Retail Trade	20,996	11,600
Hotel/Restaurant	2,366	2,930
Transportation/Shoring	Not available	Not available
Communication	10,314	1,168
Real Estate	5,415	3,389
Public Administration/ Defence/Social Security	9,354	5,914
Communication Service	6,792	12,593
Other Services	1,873	4,656
Not stated	211	235

Source: Bureau of Statistics

APPENDIX 18

Institute of Private Enterprise Development

Loan Statistics From 1998 – 2000

ACTIVITIES	2000	1999	1998	CUMULATIVE TOTAL 1986 - 2000
Men	930	1,072	712	6,857
Women	3,680	2,721	1,832	11,809
Joint Men & Women	845	1,264	860	2,969
TOTAL	1528	3060	1693	2640
Artisan Fishing	52	44	30	804
Food Processing/ Agro Processing	6	15	6	210
Soft Toys	0	0	0	16
Wooden Toys	0	3	0	11
General Manufacturing Garments, Furniture Craft, Misc., etc.	89	134	78	856
Mechanical & Others Workshops	21	18	15	349
Dairy Farming	9	3	5	263
Pigs & Poultry Rearing	49	77	106	1,010
Sheep & Goat Rearing	1	0	0	8
Bee Keeping	0	0	0	3
Logging, Sawmilling & Charcoal Production	4	0	3	77
Ground Provision, Mixed Crops Rice Cultivation	335	434	350	5,199
Micro Enterprise Loan Mixed Activities	4,610	4,023	2,544	15,710
Rural Outreach Programme (Commercial Activities)	279	306	267	1,040
TOTAL	893	333	813	1069
No. of Loans Granted	1786	666	1626	1110
Value of Loans Granted (G$000)	739,703	770,683	500,754	4,778,961
No. of Jobs Created/Sustained	9,680	9,002	7,120	62,562

Average Loan (G$000)	135.6	152.4	147.1	175.3
Average No. of Job per Loan	1.8	1.8	2.1	3.7

Classification of Loan Recipients

ACTIVITIES	2000	1999	1998	CUMULATIVE TOTAL 1986 - 2000
Men	930	1,072	712	6,857
Women	3,680	2,721	1,832	11,809
Joint Men & Women	845	1,264	860	
TOTAL	**1528**	**3060**	**1693**	**25,556**

Source: Institute of Private Enterprise Development, Annual Report 2000

APPENDIX 19

NEW BUILDING SOCIETY

Mortgages Granted For Home Ownership 1998 – 2001

Period	Male	Female	Total
1 January 1998 – 31 December 1998	511	411	922
1 January 1999 – 31 December 1999	455	379	834
1 January 2000 – 31 December 2000	535	458	993
1 January 2001 – 19 November 2001	437	367	804
Total	**1938**	**1615**	**3553**

Source: New Building Society

APPENDIX 20

Headmasters and Headmistresses by Sex and Region 2002

Region	Male	Female
1	36	40
2	38	70
3	37	98
4	38	195
5	16	43
6	55	115
7	11	22
8	4	9
9	18	36
10	10	39
Total	**263**	**667**

Source: Planning Unit, Ministry of Education